NURSING

Workforce Supply and Employment Characteristics
2017

SOUTH DAKOTA
Center *for* Nursing Workforce

South Dakota Board of Nursing
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Introduction

This *2017 Report on South Dakota's Nursing Workforce* was prepared by the South Dakota Center for Nursing Workforce (SD CNW). The report provides information on South Dakota's current nursing workforce supply and compares it with historical data and with future projections regarding supply and demand for nurses. The report also includes findings from data gathered from each nurse license renewal application submitted to the South Dakota Board of Nursing (SD BON). Similar supply reports were published biannually from 1996 to 2015; copies are available from the SD CNW.

The SD CNW, initially funded by the Robert Wood Johnson Foundation, was established in 1996 as the SD Colleagues in Caring Project. At the completion of the grant in 2002, state legislation was enacted in the Nurse Practice Act. This legislation, SDCL 36-9-95 and 36-9-96, created the Nursing Workforce Center and a source for funding. The SD BON is the lead agency for the SD CNW. The mission of the Center is to *design a nursing workforce prepared to partner with South Dakota citizens to meet their changing health needs*. Members of the SD CNW Governance Council provide guidance and strategic direction to the CNW.

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***The SD CNW is proactively preparing to meet the demands of citizens
to ensure South Dakota continues to have a nursing workforce prepared to meet
South Dakota citizens' changing health needs.***

Center for Nursing Workforce Strategic Initiatives

- ***Dialog on issues related to a culture of safety for all aspects of nursing practice.***
    - Support a culture of civility in the work place to promote nurses and patient safety.
    - Promote strategies to decrease nursing fatigue in the work place.
    - Support engagement in nursing learning opportunities to maintain a competent nursing workforce.
- ***Collect, analyze and leverage nursing workforce supply and demand data for the purpose of mission implementation.***
- ***Build the leadership capacity of the nursing workforce.***
    - Utilize concepts for the Art of Hosting to increase leadership capacity of nursing community.
    - Support Action Coalition goals and objectives relating to workforce development to meet recommendations in the IOM's 2010 Future of Nursing report.
    - Support leadership development for nurses at all levels.
- ***Be a catalyst for public policy development that affects the health of the public.***
    - Provide opportunities to bring nurses, educators, administrators, policy makers, and healthcare stakeholders together to hold conversations on public policy issues that focus on: new models of care, culture of safety for all aspects of nursing practice, nursing education, and nursing workforce solutions for SD.

Overview and Methods

This report focuses on supply and characteristics of nursing workforce for: *Licensed Practical Nurses (LPN), Registered Nurses (RN), Certified Nurse Midwives (CNM), Certified Nurse Practitioners (CNP), Certified Registered Nurse Anesthetists (CRNA), Clinical Nurse Specialists (CNS), and Nursing Education Faculty.* Nursing supply is measured by the number of actively licensed nurses. Because supply can be overstated by assessing only the total number of actively licensed nurses, this report also measures the number of hours worked or volunteered in the profession, which demonstrates their level of participation in the nursing workforce and other employment characteristics of nurses.

Aggregate licensure data was retrieved from the SD BON licensure system for all actively licensed nurses on December 30, 2016. Aggregate employment data was collected from January 1, 2015 to December 30, 2016. The SD CNW analyzed the aggregate licensure data and employment data.

All nurses that renewed their South Dakota nursing license on a biennial basis, reactivated an inactive South Dakota license, or reinstated a lapsed license were required to complete the employment data questions on an online licensure application. The number of nurses that completed the renewal, reactivation, or reinstatement applications for the data collection period from January 1, 2015 through December 30, 2016 is shown in the table below. Nurses that applied for an initial license by examination or a license by endorsement into South Dakota from another state did not complete the employment data questions and were not included in the response rate.

Number of Nurses Who Renewed, Reactivated, Reinstated	Completed Data Received	Response Rate
LPN	2,152	2,152	100%
RN	15,353	15,350	99.9%
CNM	31	31	100%
CNP	644	644	100%
CRNA	408	408	100%
CNS	63	63	100%

Trends in Supply of South Dakota Nurses

Active Supply As of December 31, 2016 the SD BON reported 2,549 actively licensed practical nurses (LPN), 17,693 actively licensed registered nurses (RN), 38 actively licensed certified nurse midwives (CNM), 848 actively licensed certified nurse practitioners (CNP), 454 actively licensed certified registered nurse anesthetists (CRNA), and 68 actively licensed clinical nurse specialists (CNS). Data presented in the table demonstrates a positive growth in supply of the total number of actively licensed nurses in every category with the exception of CNSs.

Actively Licensed Nurses	2016	% Change	2014	% Change	2012
LPNs	2,549	+2.7%	2,483	+2.4%	2,424
RNs	17,693	+10.0%	16,084	+9.0%	14,762
CNMs	38	+18.8%	32	+14.3%	28
CNPs	848	+30.3%	651	+19.7%	544
CRNAs	454	+3.2%	440	+5.3%	418
CNSs	68	-4.2%	71	-4.1%	74
TOTAL	21,650	+9.6%	19,761	+8.3%	18,250

The percent change reflects a comparison from the indicated year to the previous year.

Licensed Practical Nurses

South Dakota Supply Trends

Licensure Status As of December 31, 2016 the SDBON reported 2,549 actively licensed LPNs in South Dakota's supply, a gain of 66 nurses from 2014 to 2016 and a 2.7% increase since 2014.
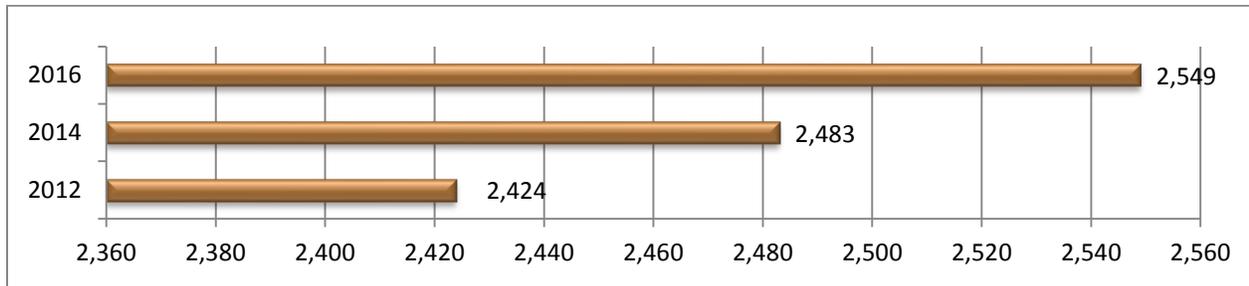
Workforce Gains and Losses From January 1, 2015 to December 31, 2016 a total of 532 LPNs were added to South Dakota's active supply of LPNs; 348 were added as new graduates and 184 were added by endorsement from another state as shown in the figure below. Overall, South Dakota had an increase in supply during this time period of 66 nurses with a net loss of 466 LPNs. Licensure data during the previous two time periods revealed similar findings with net losses of 409 LPNs in 2013 to 2014 and 379 nurses from 2011-2012. Reasons for the loss were due to retirement, LPNs leaving the profession, moving out of South Dakota, or inactivation of the license. Many LPNs inactivate their LPN license after completion of an RN education program and obtaining an RN license.

LPN Workforce Gains and Losses
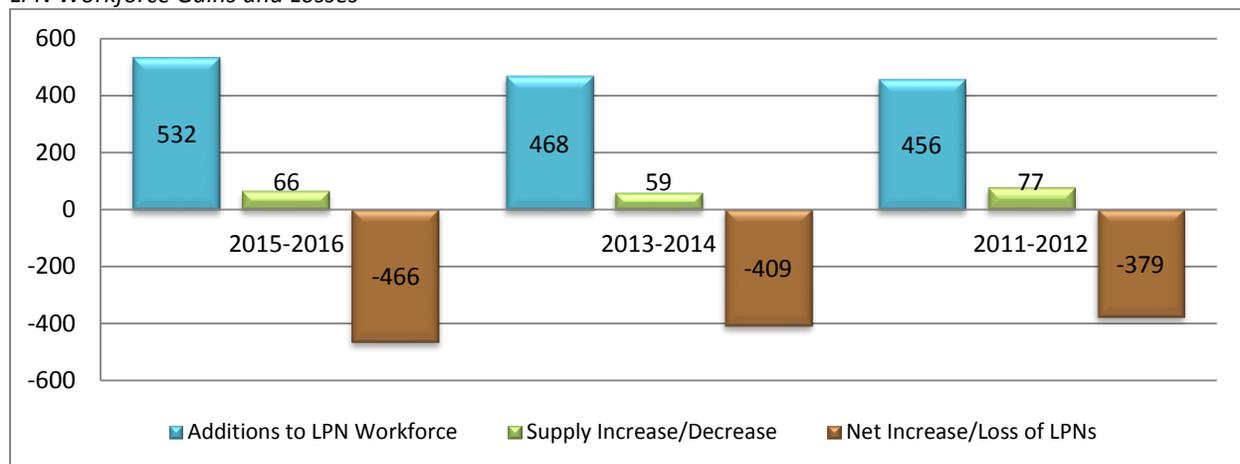
Demographics of LPN Supply

Gender Consistent with previous reports the majority, 95.3%, of actively licensed LPNs in South Dakota were female. Nationally female LPNs comprised 92.5% of the population[1].

	2016		2014		2012	
Male LPNs	120	4.7%	109	4.4%	102	4.2%
Female LPNs	2,429	95.3%	2,374	95.6%	2,322	95.8%
TOTAL	2,549	100%	2,483	100%	2,424	100%

**Race/Ethnicity**   The majority of LPNs were white/Caucasian. Minority nurse populations continue to be under-represented. The table below presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed LPNs in the United States and South Dakota.

	American Indian	Black/African American	White/ Caucasian	Asian/Pacific Islander	Two or More Races / Other	Hispanic/ Latino
U.S. Population[3]	1.2%	13.3%	61.6%	5.8%	2.6%	17.6%
U.S. LPNs[1]	0.9%	15.3%	68.1%	5.7%	3.7%	6.4%
SD Population[2]	8.9%	1.8%	82.9%	1.5%	2.2%	3.6%
SD LPNs	4.1% (105)	2.5% (63)	90.3% (2,303)	0.7% (17)	1.3% (33)	1.1% (28)

Age   Age distribution of actively licensed LPNs is shown in the table and figure below. SD's largest percentage of LPNs, 42%, was 51 years and older. The <26 and 26-30 age groups had positive growth and comprised 22.3% of the population. The average age of an LPN was 44.8; the national average was 47.8.[1] Employment data provided by respondents revealed that 14.3% (308) of LPNs intend "to leave or retire from nursing within the next five years"; in 2015 13.6% of respondents intended to retire or leave.

Age Range	2016		2014		2012	
<26	275	10.8%	246	9.9%	217	9.0%
26-30	293	11.5%	303	12.2%	302	12.5%
31-35	303	11.9%	278	11.2%	248	10.2%
36-40	242	9.5%	221	8.9%	167	6.9%
41-45	213	8.4%	172	6.9%	135	5.6%
46-50	151	5.9%	178	7.2%	295	12.2%
51-55	289	11.3%	281	11.3%	300	12.4%
56-60	294	11.5%	359	14.5%	384	15.8%
61-65	322	12.6%	297	12.0%	255	10.5%
>65	167	6.6%	148	6.0%	121	5.0%
Total	2,549	100%	2,483	100%	2,424	100%

Age of LPNs
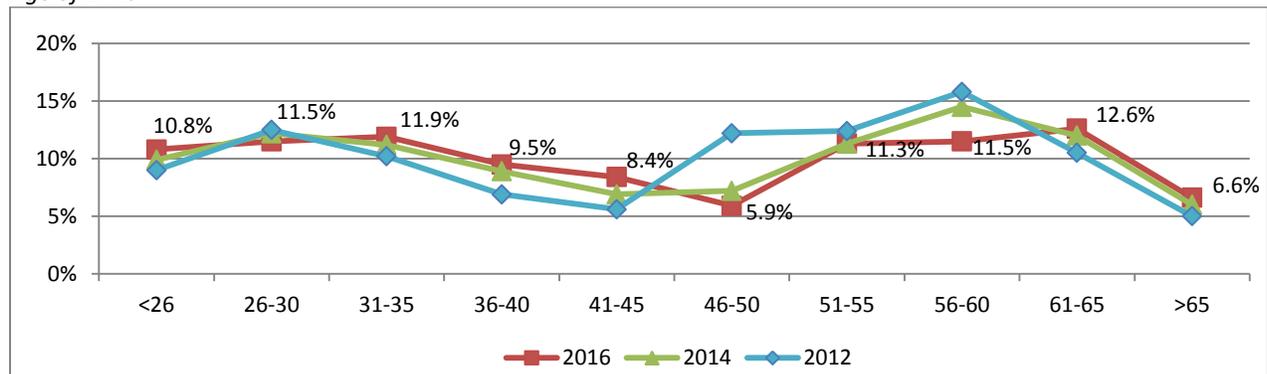
Highest Academic Achievement   Consistent with previous SD nursing workforce reports the majority of LPN respondents, 92.3%, indicated their highest educational preparation at the PN diploma, certificate, or associate degree level (shown in chart below); similar to the national finding of 91.6%.   LPNs prepared with advanced degrees, baccalaureate or graduate degree, comprised 4.6% of SD's LPN workforce, nationally 8.4% hold advanced degrees.[1] LPNs that hold advanced degrees may be in the process of meeting RN licensure requirements or they did not meet RN licensure requirements and opted to license into SD as an LPN by RN equivalency.

Additionally a large number of LPNs are advancing their nursing education. Employment data revealed 255 (11.8%) LPNs indicated they are "currently enrolled in education classes leading to an advanced nursing degree". Of this group, 169 (66%) indicated they are seeking an RN associate degree and 86 (34%) are seeking an RN baccalaureate degree in nursing.

LPN Highest Academic Achievement
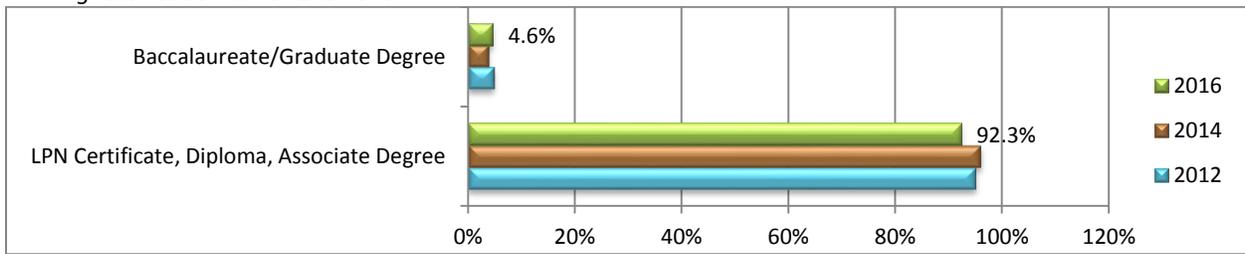
Employment Characteristics

**Employment Status** Employment data collected during this renewal period, January 1, 2015 to December 31, 2016, reflected a high percentage of LPNs, 89.5%, employed in the nursing profession. This finding is consistent with previous South Dakota Nursing Workforce Supply reports published from 1999 to 2015 which revealed 82% – 91% of LPNs actively employed in the nursing profession. Nationally 77.0% of LPNs indicated they were actively employed in nursing.[1] Data collected during this time period revealed 1,401 (65.2%) LPNs were employed full-time and 524 (24.3%) LPNs were employed part-time in nursing positions; the remaining LPNs, 225 (10.5%), responded that they were not actively employed in a nursing position.
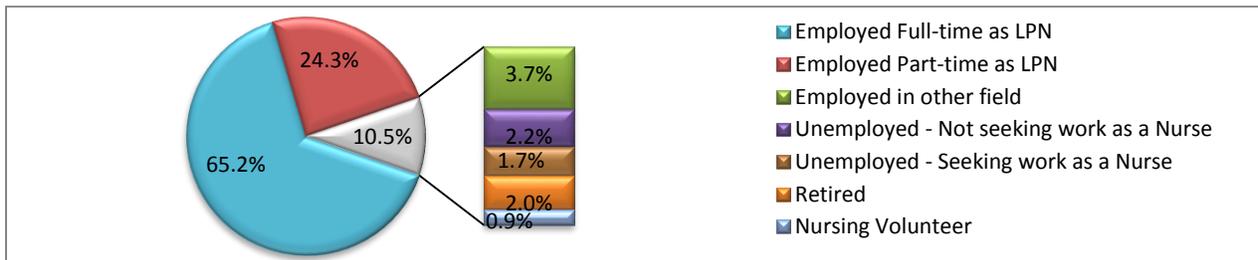
Reasons for Unemployment Only 102 LPNs responded they were unemployed, reasons for unemployment are shown in the figure below. The majority, 51%, indicated they were "taking care of home/family"; 20.5% indicated school responsibilities were the reason for unemployment; and 15.7% had difficulty finding a nursing position. National findings were similar, 39.1% were "taking care of home/family"; 14.9% indicated school responsibilities; and 23.1% had difficulty finding a nursing position.[1]
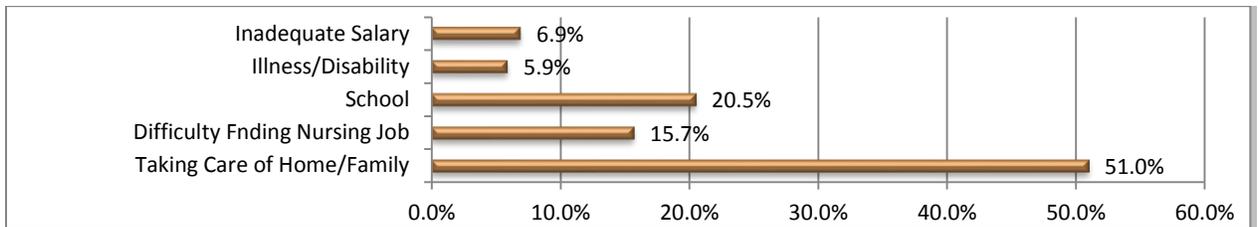
Nursing Employment Hours An important aspect of measuring nursing supply is assessing how many licensed nurses are working or available to the nursing workforce. As depicted in the graph, most LPNs, 65.2%, reported working full-time as a nurse and 24.3% reported working part-time. Nationally LPNs worked an average of 37.9 hours a week.[1]
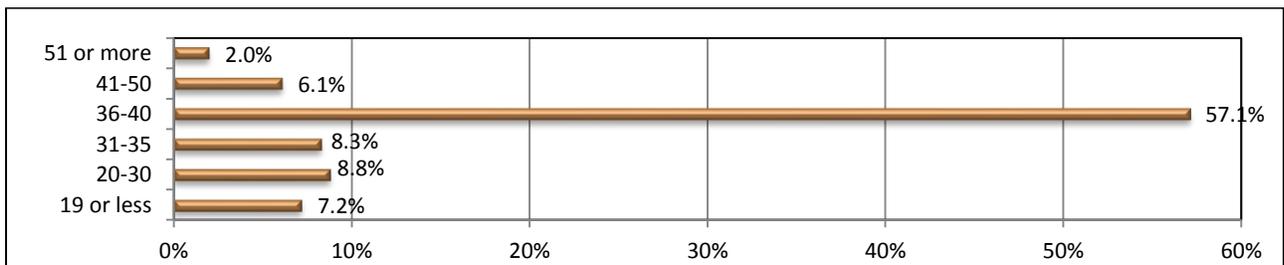
Data collected on nursing employment hours was used to formulate a LPN full-time and part-time equivalency (FTE) status. As shown in the table, an estimated 1,971.6 2,044.2 LPN FTEs are available to the workforce; a decrease of 72.6 FTEs since 2015.

Percentage Full-time Responses	Percentage Part-time Responses	Estimated Actively Licensed LPN FTEs Available
2,549 LPNs x 65.2% FT = 1661.9 FTEs	2,549 LPNs x 24.3% PT / 0.5 = 309.7 FTEs	1661.9 + 309.7= **1,971.6 Total FTEs**

Practice Characteristics

Practice Setting During the data collection period of January 1, 2015 to December 31, 2016 the majority of LPNs (83.7%) were employed at locations in South Dakota. Most (80.2%) responded that they were employed by only one employer and 9.5% by two or more employers.

The majority were employed in long term care (625, 29.0%), ambulatory (375, 17.4%), community/home health (221, 10.3%) and hospital (214, 9.9%) settings. Other employment settings included: school/academic (34, 1.6%), correctional facility (22, 1.0%), occupational health (16, 0.7%), and insurance claims (13, 0.6%). The remaining LPNs volunteered (18, 0.8%), were unemployed (191, 8.9), or were employed in other positions (423, 19.7%). Nationally[1] 27.6% of LPNs reported their primary practice specialty as geriatric/gerontology, 7.7% primary care, and 6.0% pediatric.

LPN Employment Setting
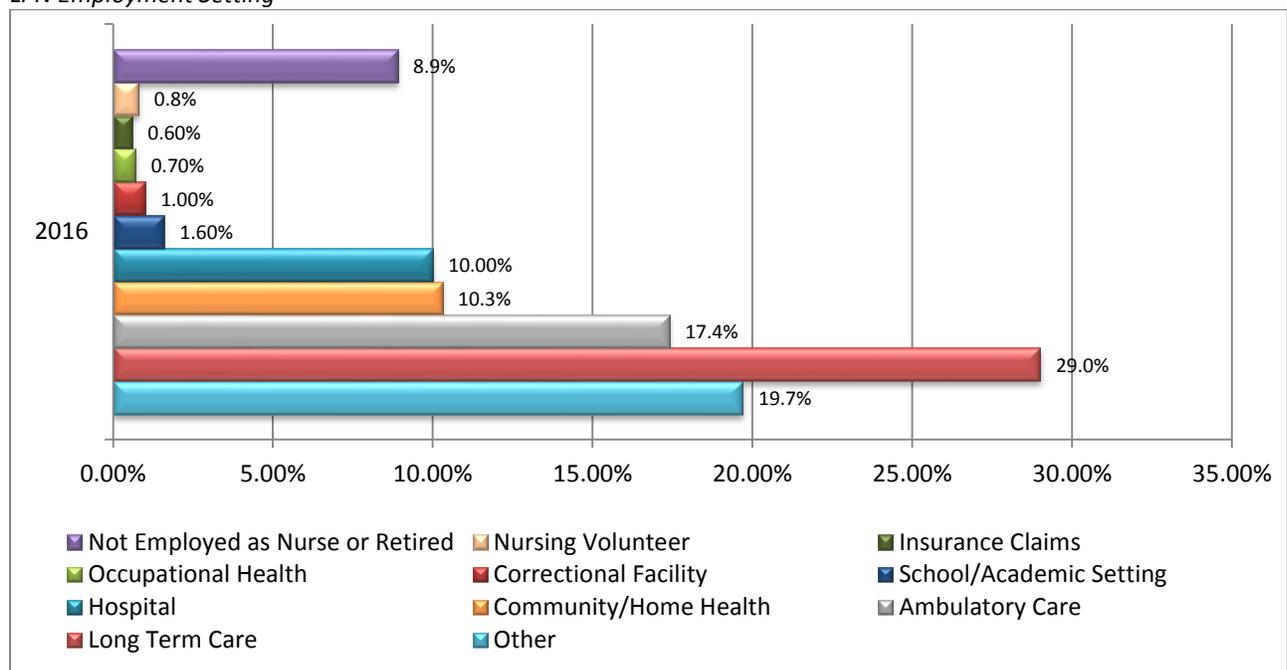
Time Involved in Direct Patient Care Similar to previous workforce reports, a large number of LPNs reported a significant percentage of their time was involved in direct patient care.
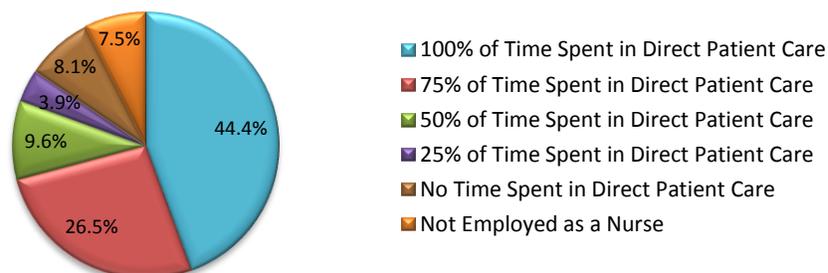
LPN Distribution in South Dakota

The number of LPNs that resided in SD's 66 counties on December 31, 2016 is shown on the state map which is divided into 7 regions. The two tables present regional and county level population data for SD's estimated population in 2015, based on the U.S. Census Bureau's Annual Estimates of the Resident Population[2]. These tables include the number of LPNs residing in each region, the number of LPNs 61 years or older that may exit the workforce in the next 5 years; and the estimated ratio of LPNs per 100,000 population. The ratio of LPNs to population provides a basis to compare the decrease or growth of LPNs to the population growth of the state and nation. The state ratio of LPNs was 209.8 per 100,000 population, the national average[4] was 225. The limitations with comparing ratios are the assumptions that citizens will receive nursing services in the region where they reside and that the same types of health care services are available in all regions. Distributions of nurses in a region may vary depending on the needs of that region.
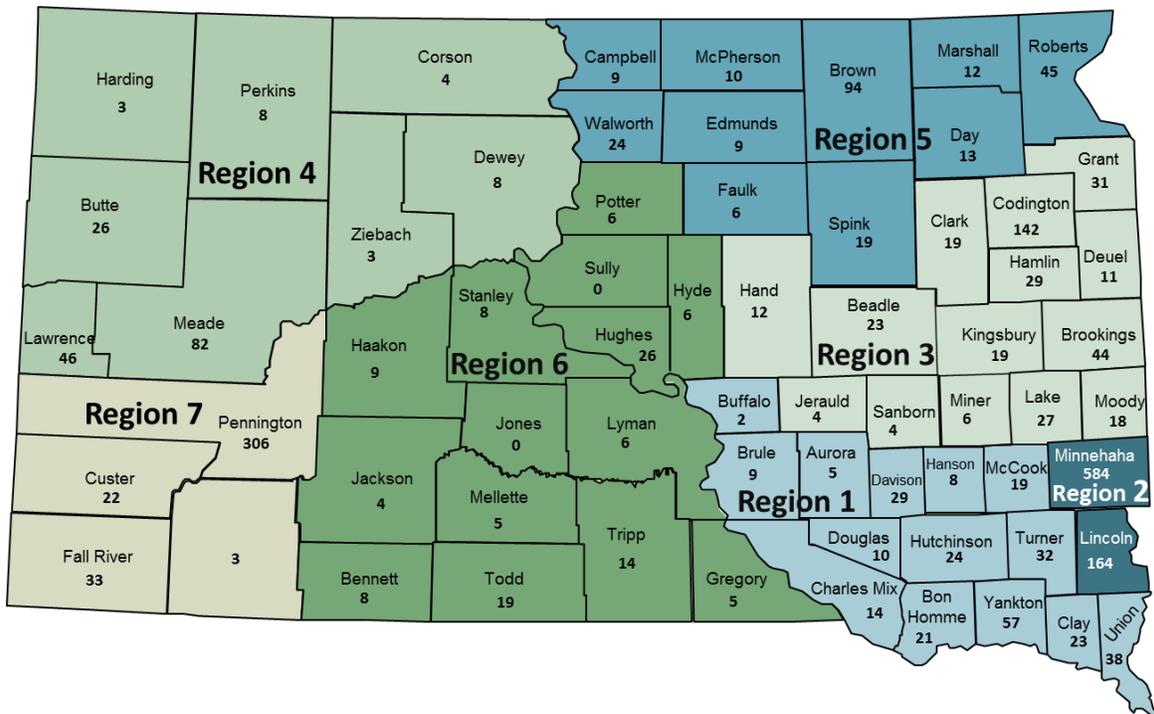
LPN Regional Distribution		Region Population[2]	Region's % of State Population	Number of LPNs in Region	Region's % of LPN Population	LPN to Population Ratio
Region	Counties					
Region 1	14 Counties: Aurora, Bon Homme, Brule, Buffalo, Charles Mix, Clay, Davison, Douglas, Hanson, Hutchinson, McCook, Turner, Union, and Yankton	125,381	14.6%	291	12.5%	179.5
Region 2	2 Counties: Lincoln and Minnehaha	238,046	27.7%	748	32.1%	243.1
Region 3	14 Counties: Beadle, Brookings, Clark, Codington, Deuel, Grant, Hamlin, Hand, Jerauld, Kingsbury, Lake, Miner, Moody, and Sanborn	135,367	15.8%	389	16.7%	222.3
Region 4	8 Counties: Butte, Corson, Dewey, Harding, Lawrence, Meade, Perkins, and Ziebach	79,067	9.2%	180	7.7%	176.1
Region 5	10 Counties: Brown, Campbell, Day, Edmunds, Faulk, Marshall, McPherson, Roberts, Spink, and Walworth	81,519	9.5%	241	10.3%	228.7
Region 6	14 Counties: Bennett, Gregory, Haakon, Hughes, Hyde, Jackson, Jones, Lyman, Mellette, Potter, Stanley, Sully, Todd, and Tripp	60,701	7.1%	116	5.0%	147.8
Region 7	4 Counties: Custer, Fall River, Oglala Lakota, and Pennington	138,388	16.1%	364	15.6%	203.5
State Total	66 counties	858,469	100%	2,329	100%	209.8

LPN County Distribution

| County	County Population[2]	Number of LPNs	Number LPNs 61 Years or Older	County	County Population[2]	Number of LPNs	Number LPNs 61 Years or Older
Aurora	2,733	5	1 (20%)	Jackson	3,321	4	1 (25%)
Beadle	18,372	23	8 (35%)	Jerauld	1,997	4	1 (25%)
Bennett	3,423	8	3 (38%)	Jones	924	0	0 (0%)
Bon Homme	6,985	21	12 (57%)	Kingsbury	4,990	19	3 (16%)
Brookings	33,897	44	7 (16%)	Lake	12,622	27	8 (30%)
Brown	38,785	94	27 (29%)	Lawrence	24,827	46	9 (20%)
Brule	5,281	9	1 (11%)	Lincoln	52,849	164	21 (13%)
Buffalo	2,095	2	0 (0%)	Lyman	3,876	6	2 (33%)
Butte	10,283	26	10 (38%)	Marshall	4,769	12	0 (0%)
Campbell	1,397	9	1 (11%)	McCook	5,599	19	3 (16%)
Charles Mix	9,383	14	3 (21%)	McPherson	2,415	10	2 (20%)
Clark	3,659	19	4 (21%)	Meade	26,986	82	13 (16%)
Clay	13,964	23	1 (4%)	Mellette	2,050	5	2 (40%)
Codington	27,939	142	17 (12%)	Miner	2,236	6	1 (17%)
Corson	4,197	4	1 (25%)	Minnehaha	185,197	584	110 (19%)
Custer	8,446	22	4 (18%)	Moody	6,430	18	4 (22%)
Davison	19,858	29	9 (31%)	Oglala Lakota	14,373	3	1 (33%)
Day	5,539	13	4 (31%)	Pennington	108,702	306	56 (18%)
Deuel	4,333	11	0 (0%)	Perkins	3,019	8	2 (25%)
Dewey	5,685	8	3 (38%)	Potter	2,320	6	0 (0%)
Douglas	2,977	10	2 (20%)	Roberts	10,311	45	14 (31%)
Edmunds	3,999	9	1 (11%)	Sanborn	2,355	4	2 (50%)
Fall River	6,867	33	10 (30%)	Spink	6,524	19	2 (11%)
Faulk	2,337	6	1 (17%)	Stanley	2,954	8	3 (38%)
Grant	7,142	31	6 (19%)	Sully	1,426	0	0 (0%)
Gregory	4,201	5	1 (20%)	Todd	9,959	19	4 (21%)
Haakon	1,861	9	7 (78%)	Tripp	5,434	14	2 (14%)
Hamlin	6,047	29	4 (14%)	Turner	8,209	32	8 (25%)
Hand	3,348	12	2 (17%)	Union	14,909	38	5 (13%)
Hanson	3,385	8	3 (38%)	Walworth	5,443	24	8 (33%)
Harding	1,267	3	0 (0%)	Yankton	22,702	57	8 (14%)
Hughes	17,555	26	7 (27%)	Ziebach	2,803	3	1 (33%)
Hutchinson	7,301	24	13 (54%)	State Total	858,469	2,329	471 (20%)
Hyde	1,397	6	2 (33%)	Out of State		220	18 (8%)
				Total		2,549	489 (19.2%)

Registered Nurses

South Dakota Supply Trends

Licensure Status As of December 31, 2016 the SDBON reported 17,693 actively licensed RNs in South Dakota's supply, a gain of 1,609 nurses from 2014 to 2016 and a 10.0% increase since 2014.
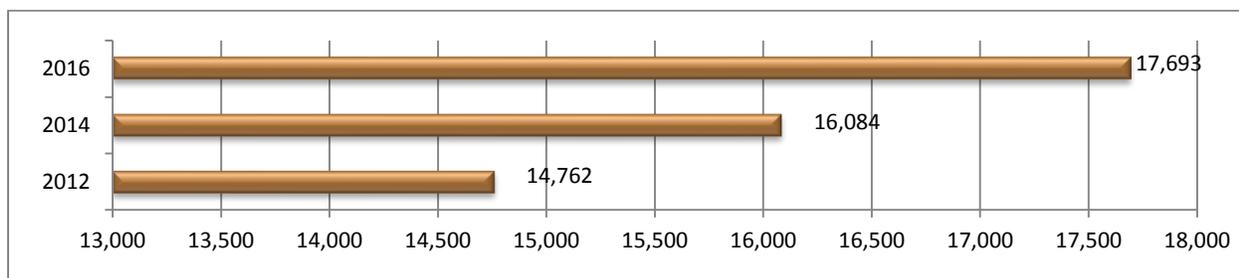
Workforce Gains and Losses From January 1, 2015 to December 31, 2016 a total of 3,347 RNs were added to South Dakota's active supply of RNs; 1,275 were added as new graduates and 2,072 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 1,609 nurses with a net loss of 1,738 RNs. Licensure data during the previous two time periods revealed similar net losses of RNs. Reasons for the loss of RNs to the workforce include retirement, leaving the profession, moving out of South Dakota, or choosing to not renew their SD RN license.

RN Workforce Gains and Losses
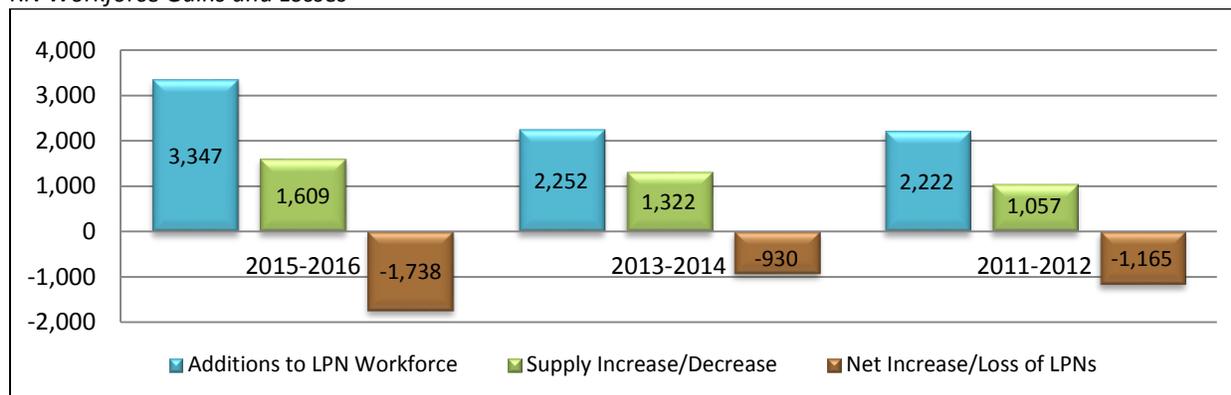
Demographics of RN Supply

Gender Consistent with previous reports the majority, 91.3%, of actively licensed RNs in South Dakota were female. Nationally female RNs comprised 92.0% of the population[1].

|	2016		2014		2012	
Male RNs	1,535	8.7%	1,385	8.6%	1,221	8.3%
Female RNs	16,158	91.3%	14,699	91.4%	13,541	91.7%
TOTAL	17,693	100%	16,084	100%	14,762	100%

Race/Ethnicity The majority of RNs were white/Caucasian. Minority nurse populations continue to be under-represented. The table below presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed RNs in the United States and South Dakota.

	American Indian	Black/African American	White/ Caucasian	Asian/Pacific Islander	Two or More Races / Other	Hispanic/ Latino
U.S. Population[3]	1.2%	13.3%	61.6%	5.8%	2.6%	17.6%
U.S. RNs[1]	0.4%	5.5%	80.5%	7.0%	2.9%	3.6%
SD Population[2]	8.9%	1.8%	82.9%	1.5%	2.2%	3.6%
SD RNs	2.0% (348)	3.1% (544)	92.2% (16,306)	1.1% (204)	1.0% (177)	0.6% (114)

Age Age distribution of actively licensed RNs is shown in the table and figure below. SD's largest percentage of RNs, 37.9%, was 51 years and older. The average age of an RN was 44.6, the national average[1] was 48.8. Employment data provided by RNs revealed that 13% (1,994) intend "to leave or retire from nursing within the next five years".

Age Range	2016		2014		2012	
<26	1,098	6.2%	1,029	6.4%	637	4.3%
26-30	2,277	12.9%	2,220	13.8%	1,093	7.4%
31-35	2,422	13.7%	2,091	13.0%	1,845	12.5%
36-40	2,010	11.4%	1,673	10.4%	1,932	13.1%
41-45	1,692	9.6%	1,517	9.4%	1,606	10.9%
46-50	1,519	8.6%	1,447	9.0%	1,362	9.2%
51-55	1,938	11.0%	1,927	12.0%	1,464	9.9%
56-60	2,115	12.0%	1,950	12.1%	1,724	11.7%
61-65	1,693	9.6%	1,448	9.0%	1,940	13.1%
>65	929	5.3%	782	4.9%	1,159	7.9%
Total	17,693	100%	16,084	100%	14,762	100.0%

Age of RNs
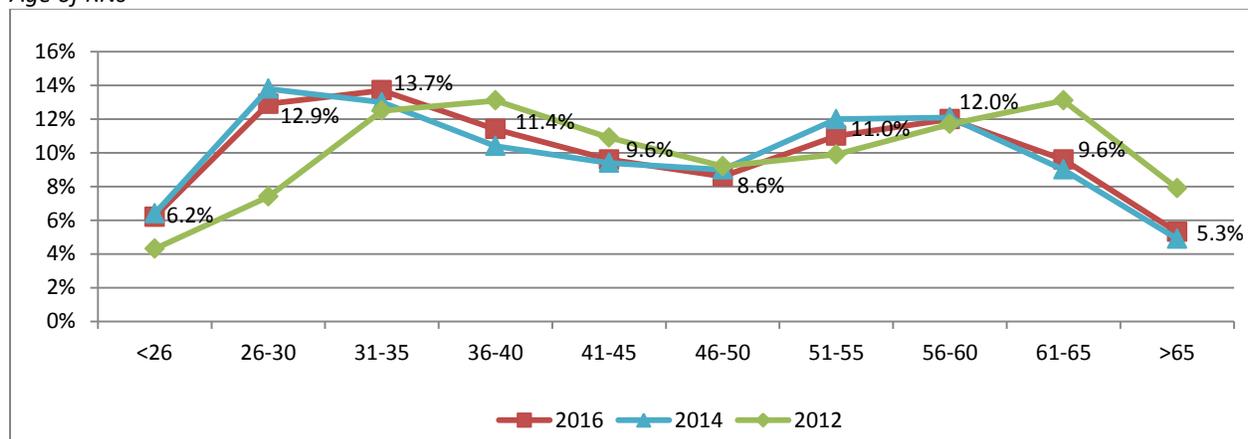
Highest Academic Achievement As shown in the graph the majority of RNs in South Dakota, 59.8% reported their highest educational preparation as a baccalaureate or higher degree; compared to 65.4% nationally[1]. RNs holding a baccalaureate in nursing comprised 41.7% (6,395); a 3.9% increase since 2014. RNs prepared with an associate degree as their highest educational preparation comprised 34.6% (5,312) of the population. Diploma prepared RNs continue to decline and comprise only 5.6% (866) of all RNs. RNs prepared with a master's in nursing increased slightly to 8.9% (1,372) and those prepared at the doctoral level increased to 1.3% (195). The types of doctoral degrees RNS held is shown in the bar graph.

RN Highest Academic Achievement
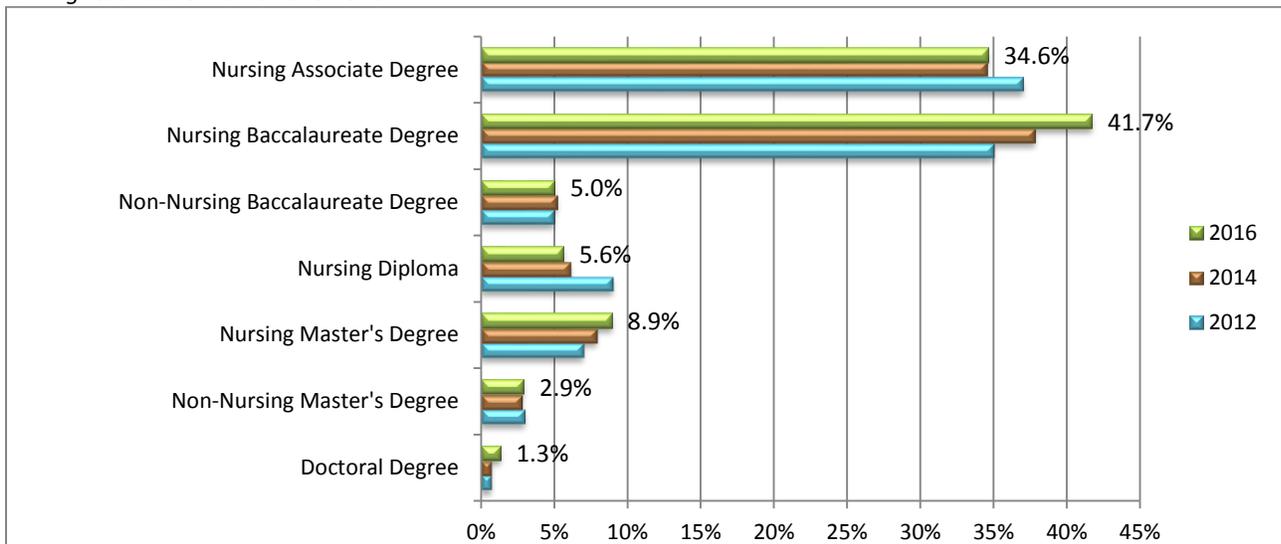
Types of Doctoral Degrees Held
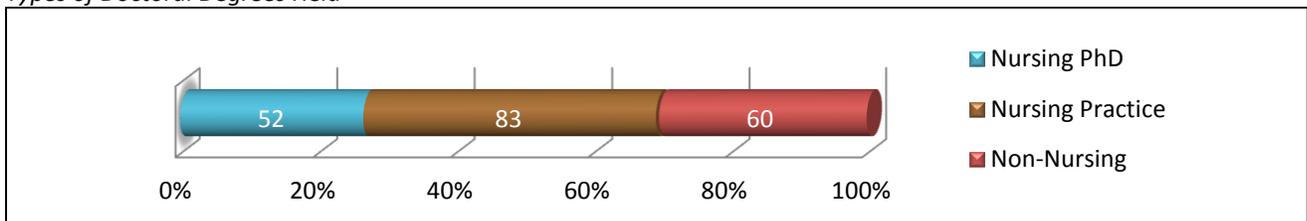
The Institute of Medicine's (IOM) report, <u>The Future of Nursing Leading Change, Advancing Health</u>[5], recommends increasing the number of nurses prepared with a baccalaureate degree to 80% by 2020. Baseline data in 2009 revealed SD had 39% of RNs prepared with a baccalaureate or higher degree. Data collected during this time period revealed 59.8% of RNs were prepared with a baccalaureate or higher degree; 20.2% short of the goal. The IOM report also recommended doubling the number of RNs prepared with a doctoral degree by 2020. SD had 65 RNs with a doctoral degree in 2009; to double the number SD needs 130 RNs. During this reporting period SD had 195 RNs prepared with a doctoral degree and has met the goal of doubling the 2009 baseline number.
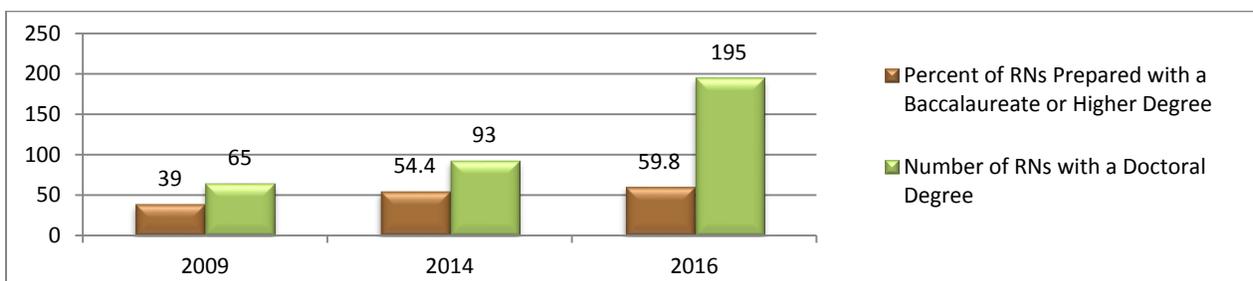
Additionally, 7.9% (1,215) of RNs responded they were "currently enrolled in education classes leading to an advanced nursing degree". The table below provides the number of nurses enrolled in various advanced nursing degree programs.

| Degree in Nursing Sought	Number of RNs
Baccalaureate in Nursing	486
Master's in Nursing	551
Doctorate of Nursing Practice (DNP)	138
PhD	31
Other	9
Total	1,215

Employment Characteristics

Employment Status Consistent with previous South Dakota Nursing Workforce Supply reports, employment data collected during this renewal period reflected a high percentage, 93.3%, of RNs employed full-time, 75.8%, or part-time, 17.5%, in the nursing profession. The remaining 6.7% of respondents were not employed in a nursing position.   Nationally[1] 81.1% of RNs reported actively working in a nursing position and 62.9% were employed full time.

- Employed Full-time as RN — 75.8%
- Employed Part-time as RN — 17.5%
- Employed in other field — 1.3%
- Unemployed - Not seeking work as a Nurse — 1.1%
- Unemployed - Seeking work as a Nurse — 1.4%
- Retired — 2.0%
- Nursing Volunteer — 0.9%
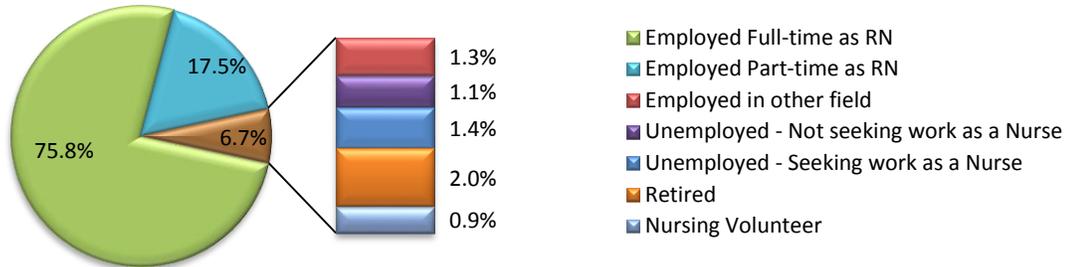
Reasons for Unemployment Responses RNs gave as to why they were not employed in a nursing position are shown in the figure below. The majority, 28.9%, indicated they were retired; 20.5% were "taking care of home/family"; 13.7% volunteered, 5.2% were in school; and 3.2% had difficulty finding a nursing position. National[1] findings reported the majority of RNs, 50.0%, indicated they were "taking care of home/family"; disabled, 13.1%, in school, 6.3%, or had difficulty finding a nursing position, 15.5%.
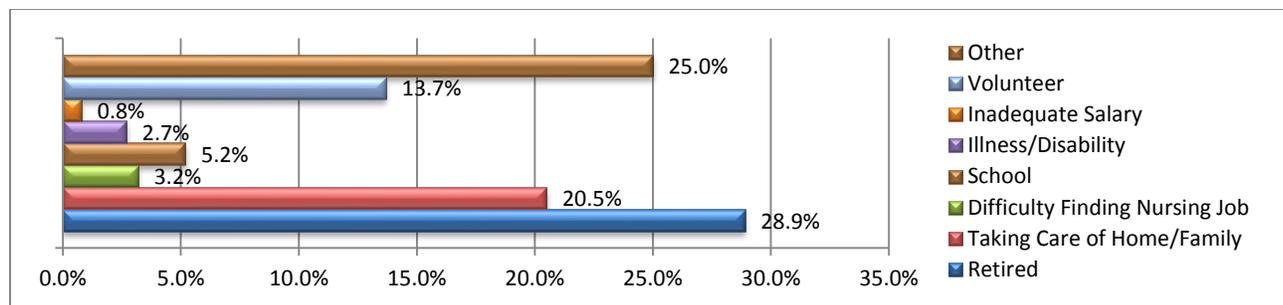
Employment Hours An important aspect of measuring nursing supply is assessing how many licensed nurses are working or available to the nursing workforce. Most RNs, 75.8%, reported working full-time as a nurse, 36 or more hours a week, and 17.5% reported working part-time, less than 35 hours a week. The number of hours respondents indicated they worked in a nursing position per week is shown in the graph.
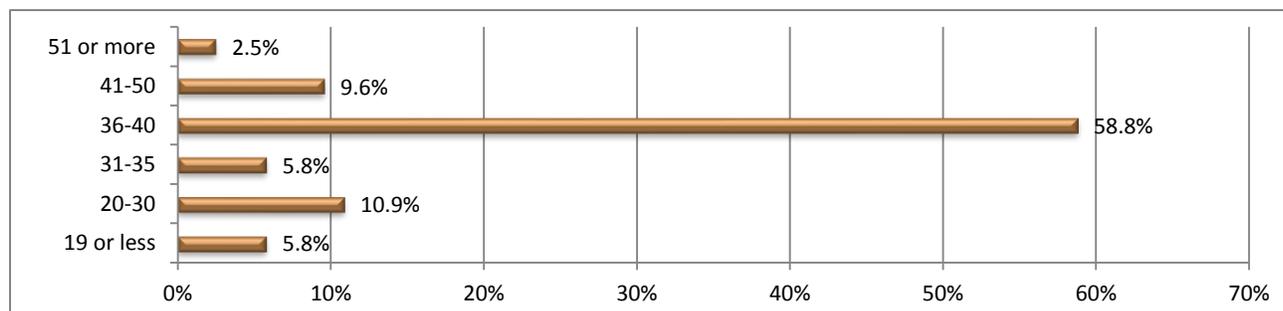
Data collected on nursing employment hours was used to formulate a RN full-time and part-time equivalency (FTE) status. As shown in the table, an estimated 14,959.4 RN FTEs are available to the workforce; an increase of 1,448.8 FTEs since 2015.

Percentage Full-time Responses	Percentage Part-time Responses	Estimated Actively Licensed RN FTEs
17,693 RNs x 75.8% FT = 13,411.3 FTEs	17,693 RNs x 17.5% PT / 0.5 = 1,548.1 FTEs	13,411.3 + 1,548.1 = **14,959.4 Total FTEs**

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Practice Characteristics

Primary Practice Location   During this data collection period, the majority of RNs (87.5%) reported they were employed in South Dakota. Most, 81.9% indicated they were employed by only one employer; 10.0% by two, and 1.5% by three or more employers.   Nationally[1] 12.8% of RNs were employed by more than one employer and 2.4% by 3 or more employers.

- South Dakota
- Other States
- Iowa
- Minnesota
- Nebraska
- North Dakota
- Wyoming
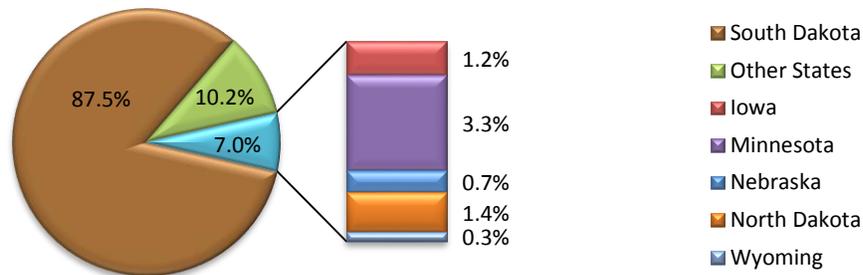
Primary Practice Setting The majority (93.3%) of RNs indicated they were employed in the practice of nursing. As shown in the graph the majority, 48.9%, reported they were employed in hospitals, followed by ambulatory care, 13.4%, and nursing homes, 9.1%. Nationally[1] 54.4% of RNs primary employment setting was a hospital, followed by 11.2% in ambulatory care, 6.1% in home health, and 4.8% in nursing homes.

- Academic/School
- Ambulatory Care
- Community/Home/Public Health
- Correctional Facility
- Hospital
- Insurance/Benefits
- Nursing Home/Assisted Living/Extended Care
- Occupational Health
- Other
- Policy/Regulation
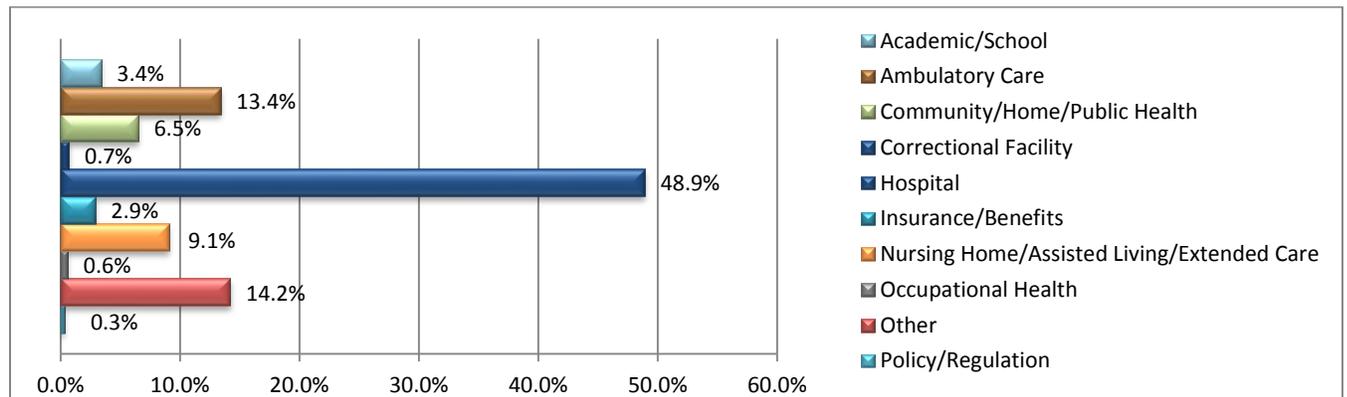
Primary Nursing Position   The majority, 67.0%, of RNs reported they were employed in staff nurse positions. This is consistent with national[1] findings that revealed 58.1% of RNs indicated their primary position was as a staff nurse.

- Staff Nurse
- Nurse Manager
- Other
- APRN
- Consultant
- Faculty
- Nurse Executive
- Nurse Researcher
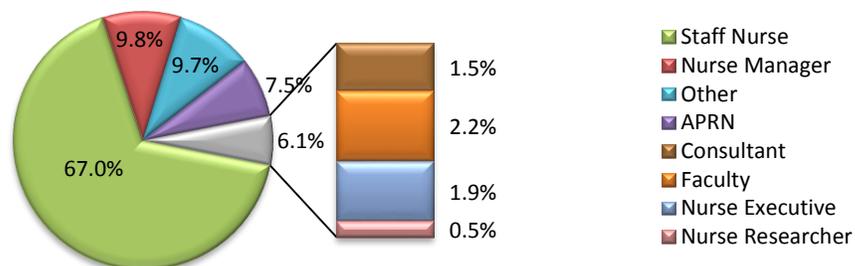
**Primary Employment Setting, Practice Area by Age and Highest Level of Education** The following table provides the number and percent of RNs in each employment setting and practice areas along with the number and percent of RNs that indicated they intend to retire in the next 5 years. Data on the number and percent of RNs that held a BSN or higher degree is also listed for each employment setting and practice area.

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Employment Setting	#	%	Retire in 5 Years	Practice Area	#	%	BSN or Higher Degree
Academic	302	2.1%	48 / 15.9%	Acute Care / Critical Care	19	6.3%	19 / 100%
				Adult / Family Health	38	12.6%	38 / 100%
				Anesthesia	14	4.6%	14 / 100%
				Community / Public Health / School Health	31	10.2%	29 / 93.5%
				Geriatric / Gerontology	13	4.3%	11 / 84.6%
				Maternal-Child / Pediatrics / Women's Health	27	8.9%	25 / 92.6%
				Medical / Surgical / Oncology	50	16.6%	50 / 100%
				Other	95	31.5%	88 / 92.6%
				Psychiatric / Mental Health / Substance Use Disorder (SUD)	15	5.0%	15 / 100%
				Academic Setting Total	**302**	**100%**	**289 / 95.7%**
Ambulatory Care	1,993	13.9%	208 / 10.4%	Acute Care / Critical Care / Trauma	110	5.5%	60 / 54.5%
				Adult / Family Health	598	30.0%	404 / 67.6%
				Anesthesia	40	2.0%	38 / 95.0%
				Community / Public Health / School Health	27	1.4%	19 / 70.4%
				Geriatric / Gerontology	10	0.5%	7 / 70.0%
				Maternal-Child / Pediatrics / Women's Health	291	14.6%	192 / 66.0%
				Medical / Surgical	223	11.2%	115 / 51.6%
				Oncology	163	8.2%	119 / 73.0%
				Other	476	23.9%	262 / 55.0%
				Psychiatric / Mental Health / SUD	37	1.8%	30 / 81.1%
				Rehabilitation	18	0.9%	10 / 55.6%
				Ambulatory Care Total	**1,993**	**100%**	**1,256 / 63.0%**
Community Health	322	2.2%	38 / 11.8%	Adult / Geriatric / Family Health	84	26.1%	50 / 59.5%
				Community / Public / Home / School Health	162	50.3%	83 / 51.2%
				Maternal-Child / Pediatrics / Women's Health	30	9.3%	18 / 60.0%
				Other	27	8.4%	13 / 48.1%
				Psychiatric / Mental Health / SUD	19	5.9%	15 / 78.9%
				Community Health Total	**322**	**100%**	**179 / 55.6%**
Correctional Health	95	0.7%	9 / 9.5%	Adult / Family Health	17	17.9%	12 / 70.6%
				Community / Public Health	16	16.9%	8 / 50.0%
				Other	48	50.5%	22 / 45.8%
				Psychiatric / Mental Health / SUD	14	14.7%	8 / 57.1%
				Correctional Health Total	**95**	**100%**	**50 / 52.6%**
Home Health	464	3.2%	68 / 14.7%	Adult / Geriatric / Gerontology	26	5.6%	12 / 46.2%
				Home Health	365	78.7%	188 / 51.5%
				Maternal-Child / Pediatrics / Women's Health	56	12.1%	22 / 39.3%
				Palliative Care	17	3.6%	11 / 64.7%
				Home Health Total	**464**	**100%**	**233 / 50.2%**
Hospital	7,195	50.1%	605 / 8.4%	Acute Care / Critical Care	1,808	25.1%	1,156 / 63.9%
				Adult / Family Health	144	2.0%	95 / 66.0%
				Anesthesia	388	5.4%	380 / 97.9%
				Community / Home / Public Health	18	0.3%	14 / 77.8%
				Geriatric / Gerontology	26	0.4%	18 / 69.2%
				Maternal-Child	443	6.2%	269 / 60.7%
				Medical / Surgical	1,960	27.2%	1,143 / 58.3%
				Occupational	11	0.2%	7 / 63.6%
				Oncology	158	2.2%	114 / 72.2%
				Other	1,022	14.2%	646 / 63.2%
				Palliative Care	18	0.3%	11 / 61.1%
				Pediatrics	506	7.0%	394 / 77.9%
				Psychiatric / Mental Health / SUD	223	3.1%	133 / 59.6%
				Rehabilitation	113	1.6%	62 / 54.9%
				Trauma	209	2.9%	142 / 67.9%
				Women's Health	148	2.1%	107 / 72.3%
				Hospital Total	**7,195**	**100%**	**4,691 / 65.2%**
Insurance/ Benefits	420	2.9%	34 / 8.1%	**Insurance / Benefits Total**	**420**	**100%**	**244 / 58.1%**
Nursing Home/ Extended Care/ Assisted Living (AL) Facility	1,372	9.5%	211 / 15.4%	Adult / Geriatric / Gerontology	1,228	89.5%	459 / 37.4%
				Other	77	5.6%	38 / 49.4%
				Psychiatric / Mental Health / SUD	19	1.4%	9 / 47.4%
				Rehabilitation	48	3.5%	23 / 47.9%
				Nursing Home/ Extended Care/ AL Facility Total	**1,372**	**100%**	**529 / 38.6%**

Employment Setting			Retire in 5 Years	Practice Area			BSN or Higher Degree
	#	%			#	%	
Occupational	399	0.7%	16 / 16.2%	Occupational Health Total	399	100%	68 / 68.7%
Other	1,703	11.9%	241 / 14.2%	Adult/Family Health	235	13.8%	127 / 0.54%
				Maternal-Child	41	2.4%	22 / 53.7%
				Oncology	60	3.5%	39 / 65.0%
				Other	1,241	72.9%	632 / 50.9%
				Palliative Care	17	1.0%	9 / 52.9%
				Psychiatric / Mental Health / SUD	92	5.4%	51 / 55.4%
				Rehabilitation	17	1.0%	9 / 52.9%
				Other Total	1,703	100%	889 / 52.2%
Policy / Regulation	42	0.3%	4 / 9.5%	Policy / Regulation Total	42	100%	30 / 71.4%
Public Health	178	1.2%	23 / 12.9%	Public Health Total	178	100%	101 / 56.7
School Health	188	1.3%	37 / 19.7%	School Health Total	188	100%	116 / 61.7%
Total	14,373	100%	1,542/10.7%				

Secondary Employment Setting RNs that held more than one nursing position comprised 20.5% (3,152) of respondents and most indicated they were employed in hospitals, nursing homes, and ambulatory settings. RNs that held second nursing positions nationally[1] similarly indicated hospitals (39.2%) as the most common employment setting.
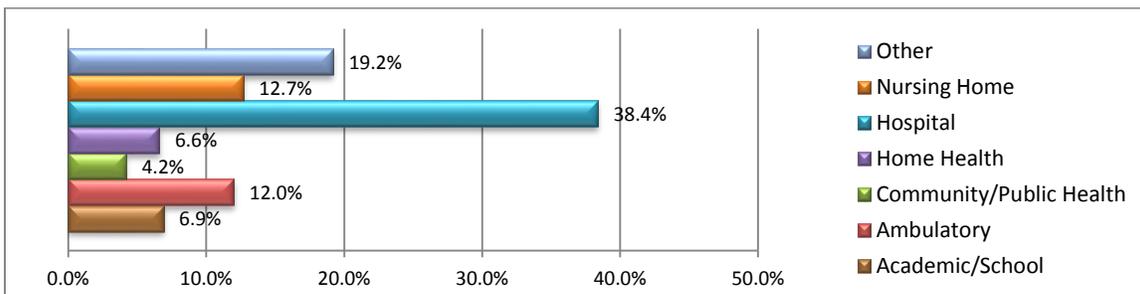

Time Involved in Direct Patient Care Similar to previous workforce reports, a large number of RNs reported that in their current RN positions a significant percentage of their time is involved in direct patient care.
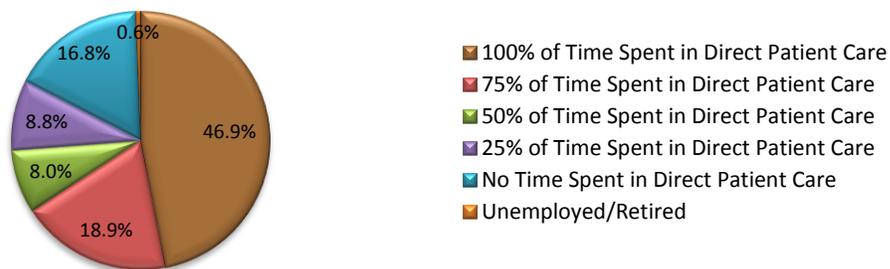
RN Distribution in South Dakota

The number of RNs that resided in SD's 66 counties on December 31, 2016 is shown on the state map which is divided into 7 regions. The two tables below provide regional and county population data based on SD's estimated population in 2015[2]. These tables include the number of RNs residing in each region, the number of RNs 61 years or older that may exit the workforce in the next 5 years; and the estimated ratio of RNs per 100,000 population. The ratio of RNs to population provides a basis to compare the decrease or growth of RNs to the population growth of the state and nation. The state ratio of RNs was 1,436.7 per 100,000 population, the national average[4] was 921. The limitations with comparing ratios are the assumptions that citizens will receive nursing services in the region where they reside and that the same types of health care services are available in all regions. Distributions of nurses in a region may vary depending on the needs of that region.

| RN Regional Distribution			Region's % of State Population	Number of RNs in Region	Region's % of RN Population	RN to Population Ratio
Region	Counties	Population[2]				
Region 1	14 Counties: Aurora, Bon Homme, Brule, Buffalo, Charles Mix, Clay, Davison, Douglas, Hanson, Hutchinson, McCook, Turner, Union, and Yankton	125,381	14.6%	2,239	15.3%	1,509.9
Region 2	2 Counties: Lincoln and Minnehaha	238,046	27.7%	5,658	38.8%	2,009.6
Region 3	14 Counties: Beadle, Brookings, Clark, Codington, Deuel, Grant, Hamlin, Hand, Jerauld, Kingsbury, Lake, Miner, Moody, and Sanborn	135,367	15.8%	1,665	11.4%	1,040.0
Region 4	8 Counties: Butte, Corson, Dewey, Harding, Lawrence, Meade, Perkins, and Ziebach	79,067	9.2%	987	6.8%	1,055.4
Region 5	10 Counties: Brown, Campbell, Day, Edmunds, Faulk, Marshall, McPherson, Roberts, Spink, and Walworth	81,519	9.5%	1,107	7.6%	1,148.2
Region 6	14 Counties: Bennett, Gregory, Haakon, Hughes, Hyde, Jackson, Jones, Lyman, Mellette, Potter, Stanley, Sully, Todd, and Tripp	60,701	7.1%	649	4.4%	904.0
Region 7	4 Counties: Custer, Fall River, Oglala Lakota, and Pennington	138,388	16.1%	2,282	15.6%	1,394.2
State Total	66 counties	858,469	100%	14,587	100%	1,436.7

RN County Distribution

| County	County Population[2]	Number of RNs	Number RNs 61 Years or Older	County	County Population[2]	Number of RNs	Number RNs 61 Years or Older
Aurora	2,733	44	3 (7%)	Jackson	3,321	26	4 (15%)
Beadle	18,372	232	43 (19%)	Jerauld	1,997	23	8 (35%)
Bennett	3,423	22	3 (14%)	Jones	924	14	1 (7%)
Bon Homme	6,985	118	31 (26%)	Kingsbury	4,990	84	14 (17%)
Brookings	33,897	301	52 (17%)	Lake	12,622	162	27 (17%)
Brown	38,785	607	98 (16%)	Lawrence	24,827	349	75 (22%)
Brule	5,281	66	7 (11%)	Lincoln	52,849	1,629	189 (12%)
Buffalo	2,095	6	0 (0%)	Lyman	3,876	26	5 (19%)
Butte	10,283	100	16 (16%)	Marshall	4,769	50	8 (16%)
Campbell	1,397	20	2 (10%)	McCook	5,599	92	10 (11%)
Charles Mix	9,383	120	23 (19%)	McPherson	2,415	30	6 (20%)
Clark	3,659	42	5 (12%)	Meade	26,986	426	83 (20%)
Clay	13,964	158	23 (15%)	Mellette	2,050	13	1 (8%)
Codington	27,939	364	46 (13%)	Miner	2,236	42	7 (17%)
Corson	4,197	10	3 (30%)	Minnehaha	185,197	4,029	518 (13%)
Custer	8,446	121	31 (26%)	Moody	6,430	101	20 (20%)
Davison	19,858	326	53 (16%)	Oglala Lakota	14,373	69	12 (17%)
Day	5,539	75	15 (20%)	Pennington	108,702	1,990	331 (17%)
Deuel	4,333	57	8 (14%)	Perkins	3,019	21	1 (5%)
Dewey	5,685	41	4 (10%)	Potter	2,320	33	7 (21%)
Douglas	2,977	66	5 (8%)	Roberts	10,311	89	19 (21%)
Edmunds	3,999	65	14 (22%)	Sanborn	2,355	38	7 (18%)
Fall River	6,867	102	32 (31%)	Spink	6,524	86	14 (16%)
Faulk	2,337	26	5 (19%)	Stanley	2,954	56	10 (18%)
Grant	7,142	86	14 (16%)	Sully	1,426	5	0 (0%)
Gregory	4,201	76	10 (13%)	Todd	9,959	23	5 (22%)
Haakon	1,861	26	4 (15%)	Tripp	5,434	68	10 (15%)
Hamlin	6,047	91	13 (14%)	Turner	8,209	168	33 (20%)
Hand	3,348	42	11 (26%)	Union	14,909	378	51 (14%)
Hanson	3,385	76	5 (7%)	Walworth	5,443	59	9 (15%)
Harding	1,267	6	2 (33%)	Yankton	22,702	479	83 (17%)
Hughes	17,555	245	38 (16%)	Ziebach	2,803	34	2 (6%)
Hutchinson	7,301	142	28 (20%)	State Total	858,469	14,587	2,221 (15%)
Hyde	1,397	16	4 (25%)	Out of State		3,106	401 (13%)
				Total		17,693	2,622 (15%)

Advanced Practice Registered Nurses

Certified Nurse Midwives

South Dakota Supply Trends

Licensure Status As of December 31, 2016 the SDBON reported 38 actively licensed CNMs in South Dakota's supply; a gain of 6 nurse midwives from 2014 to 2016 and an 18.8% increase since 2014.
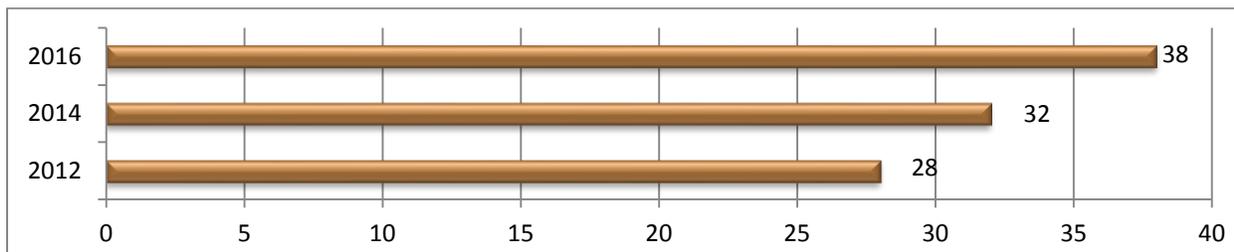
Workforce Gains and Losses From January 1, 2015 to December 31, 2016 a total of 13 CNMs were added to South Dakota's active supply of CNMs; 4 were added as new graduates and 9 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 6 nurses with a net loss of 7 CNMs. Reasons for the loss of CNMs to the workforce were due to retirement, leaving the profession, moving out of South Dakota, or choosing to not renew their SD CNM license.

CNM Workforce Gains and Losses
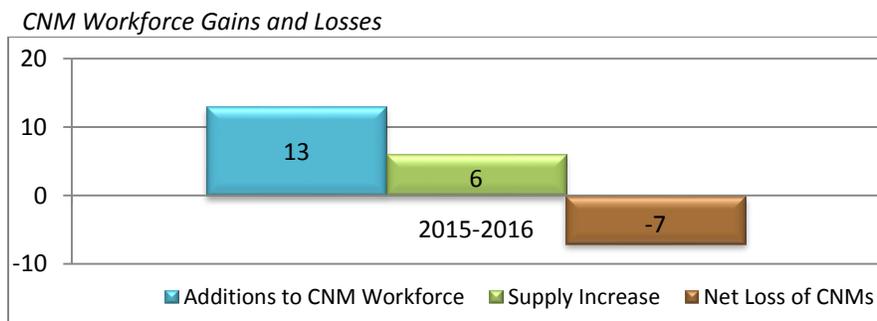
Certification/Practice Foci   All actively licensed CNMs held certification through the American Midwifery Certification Board (AMCB) as certified nurse midwives.

Demographics of CNM Supply

Gender Consistent with previous reports the majority of CNMs, 97.4%, were female.

Race/Ethnicity The majority of CNMs were white/Caucasian. Minority nurse populations continue to be under-represented. The table below presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed CNMs in the United States and South Dakota.

|	American Indian	Black/African American	White/ Caucasian	Asian/Pacific Islander	Two or More Races / Other	Hispanic/ Latino
U.S. Population[3]	1.2%	13.3%	61.6%	5.8%	2.6%	17.6%
U.S. RNs[1]	0.4%	5.5%	80.5%	7.0%	2.9%	3.6%
SD Population[2]	8.9%	1.8%	82.9%	1.5%	2.2%	3.6%
SD CNMs	0	0	97.4% (37)	0	2.6% (1)	0

Age Age distribution of actively licensed CNMs is shown in the following table and figure. Over fifty percent of CNMs were 51 years or older; the average age of a CNM was 50.1. Nationally[1] 56.4% of CNMs were 50 or older. Renewal data revealed 18.4% (7) CNMs intend "to leave or retire from nursing within the next five years".

Age Range	2016		2014		2012	
<26	0	0.0%	0	0.0%	0	0.0%
26-30	1	2.6%	0	0.0%	1	3.6%
31-35	8	21.1%	4	12.5%	3	10.7%
36-40	3	7.9%	3	9.4%	4	14.3%
41-45	5	13.2%	4	12.5%	2	7.1%
46-50	1	2.6%	3	9.4%	4	14.3%
51-55	5	13.2%	2	6.3%	5	17.9%
56-60	3	7.9%	8	25.0%	4	14.3%
61-65	7	18.4%	5	15.6%	3	10.7%
>65	5	13.2%	3	9.4%	2	7.1%
Total	38	100%	32	100%	28	100%

Age of CNMs
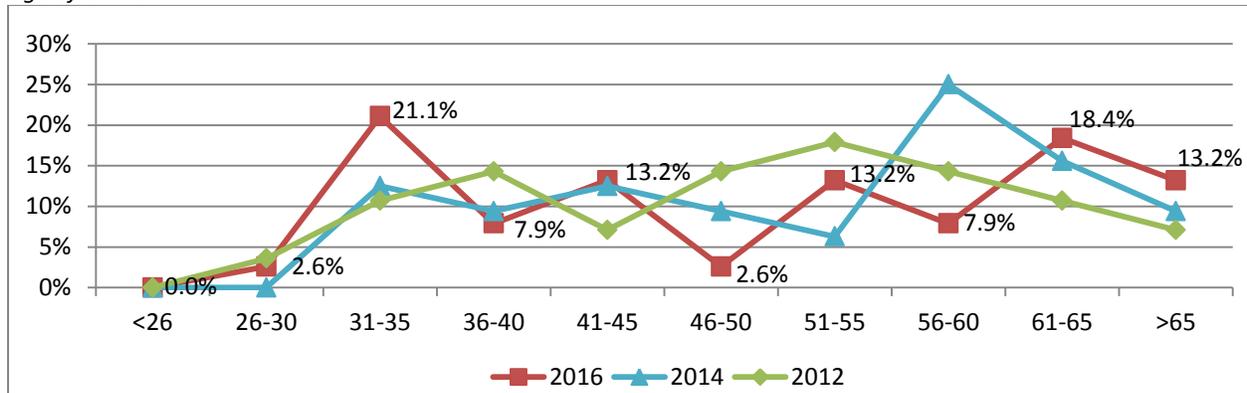
Highest Academic Achievement Consistent with previous SD nursing workforce reports, most CNMs held a graduate degree (90.3%). Nationally[1] 75% of CNMs held graduate degrees. Only one CNM responded she was "currently enrolled in education classes leading to an advanced nursing degree".
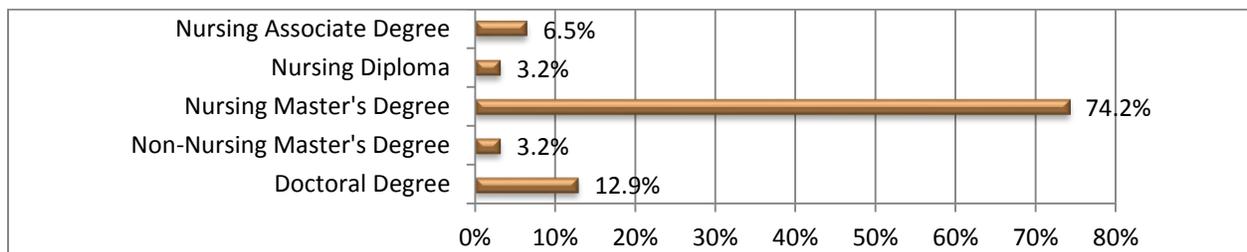
Employment Characteristics

Employment Status Consistent with previous South Dakota Nursing Workforce Supply reports, data collected during this renewal period reflected a high percentage, 90.3%, of CNMs employed full-time, 64.5%, or part-time, 25.8%, in the nursing profession. Most, 74.2% reported they were employed at locations in the state of South Dakota and 16.1% were employed in neighboring states of Iowa and Minnesota. The majority, 80.6%, were employed by only one employer and 9.7% employed by two or more employers. Most, 35.5% were employed in hospitals, 22.6% community, public health, and home settings, and 16.1% in ambulatory care settings. All CNMs indicated they worked in the specialty area of maternal-child and women's health.

Practice Arrangement Of the 38 licensed CNMs, 22 (57.9%) practiced full advanced practice registered nurse scope with a required physician collaborative agreement on file with the Board of Nursing and Board of Medical and Osteopathic Examiners or were employed by the federal government and exempted from the collaborative agreement requirement. Seven of the CNMs (18.4%) attended home births and were approved to practice on a waiver to the physician agreement. As shown in the bar graph, the remaining 9 CNMs (23.7%) practiced limited scope without a physician agreement or practiced in another state.

CNM Practice Arrangement

- Perform Out-of-Hospital Births - Waiver of Physician Collaborative Agreement on File
- Perform Full APRN Scope - Approved Physician Collaborative Agreement on File (or Federally Exempted)
- Perform Limited Advanced Nursing Practice Only - No Physician Agreement on File
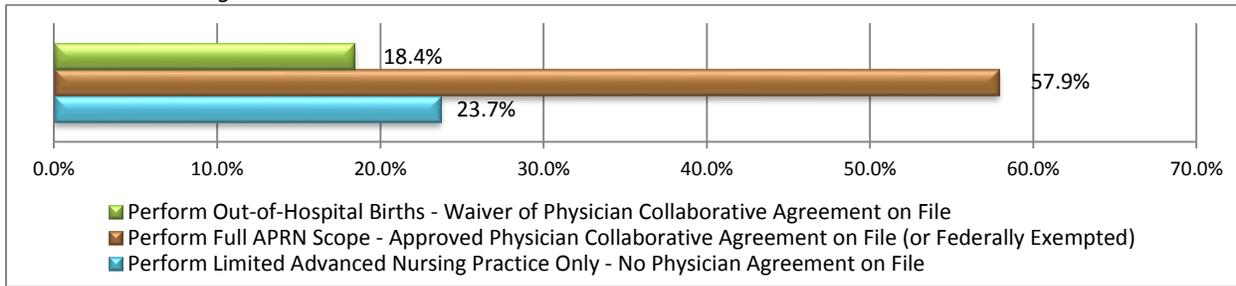
CNM Distribution in South Dakota

The number of CNMs who resided in SD's 66 counties on December 31, 2016 is shown on the state map which is divided into 7 regions. The table provides regional population data based on SD's estimated population in 2015[2]. (The 15 CNMs who resided outside of South Dakota were not included.)
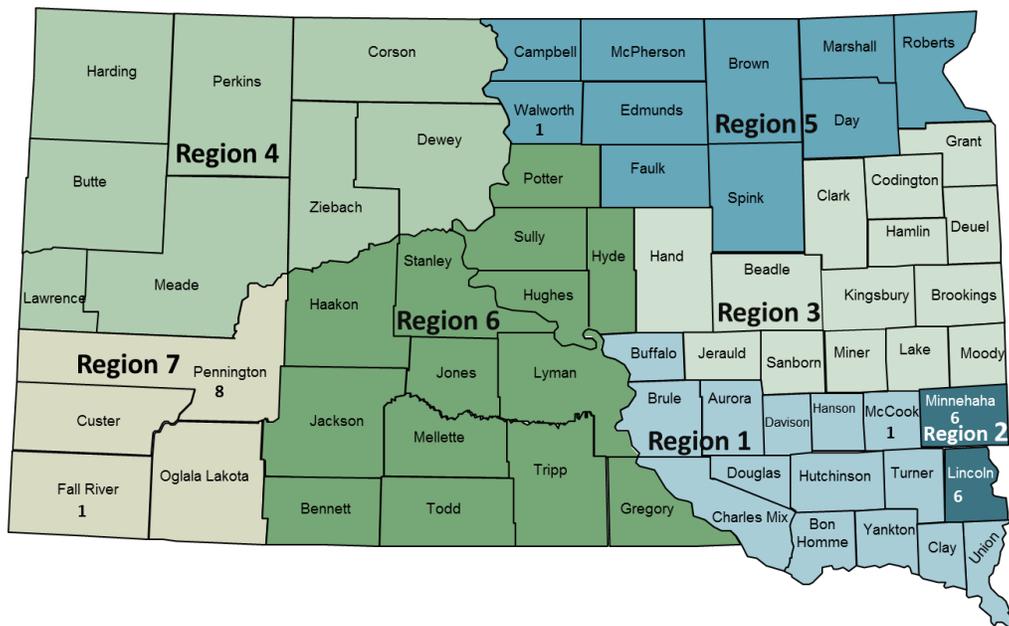
CNM Regional Distribution		Population[2]	Region's % of State Population	Number of CNMs in Region	Region's % of CNM Population
Region	Counties				
Region 1	14 Counties: Aurora, Bon Homme, Brule, Buffalo, Charles Mix, Clay, Davison, Douglas, Hanson, Hutchinson, McCook, Turner, Union, and Yankton	125,381	14.6%	1	4.3%
Region 2	2 Counties: Lincoln and Minnehaha	238,046	27.7%	12	52.2%
Region 3	14 Counties: Beadle, Brookings, Clark, Codington, Deuel, Grant, Hamlin, Hand, Jerauld, Kingsbury, Lake, Miner, Moody, and Sanborn	135,367	15.8%	0	0.0%
Region 4	8 Counties: Butte, Corson, Dewey, Harding, Lawrence, Meade, Perkins, and Ziebach	79,067	9.2%	0	0.0%
Region 5	10 Counties: Brown, Campbell, Day, Edmunds, Faulk, Marshall, McPherson, Roberts, Spink, and Walworth	81,519	9.5%	1	4.3%
Region 6	14 Counties: Bennett, Gregory, Haakon, Hughes, Hyde, Jackson, Jones, Lyman, Mellette, Potter, Stanley, Sully, Todd, and Tripp	60,701	7.1%	0	0.0%
Region 7	4 Counties: Custer, Fall River, Oglala Lakota, and Pennington	138,388	16.1%	9	39.1%
State Total	66 counties	858,469	100%	23	100%

Advanced Practice Registered Nurses

## Certified Nurse Practitioners

South Dakota Supply Trends

Licensure Status As of December 31, 2016 the SDBON reported 848 actively licensed CNPs in South Dakota's supply; a gain of 197 nurses from 2014 to 2016, and a 30.3% increase since 2014.
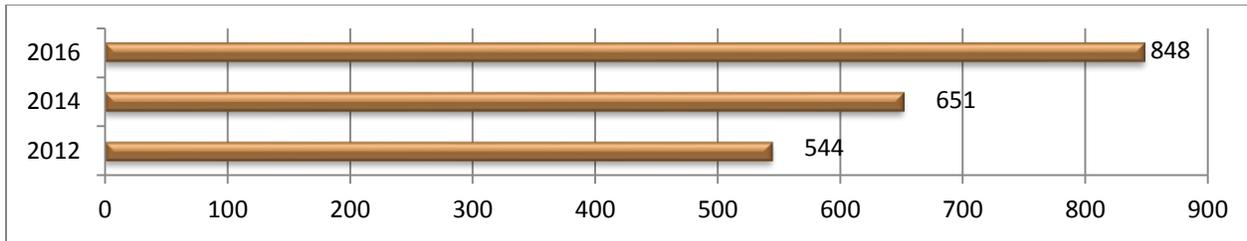

Workforce Gains and Losses From January 1, 2015 to December 31, 2016 a total of 257 CNPs were added to South Dakota's active supply of CNPs; 160 were added as new graduates and 97 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 197 nurses with a net loss of 60 CNPs. Reasons for the loss of CNPs to the workforce were due to retirement, leaving the profession, moving out of South Dakota, or choosing to not renew their SD CNP license.

CNP Workforce Gains and Losses
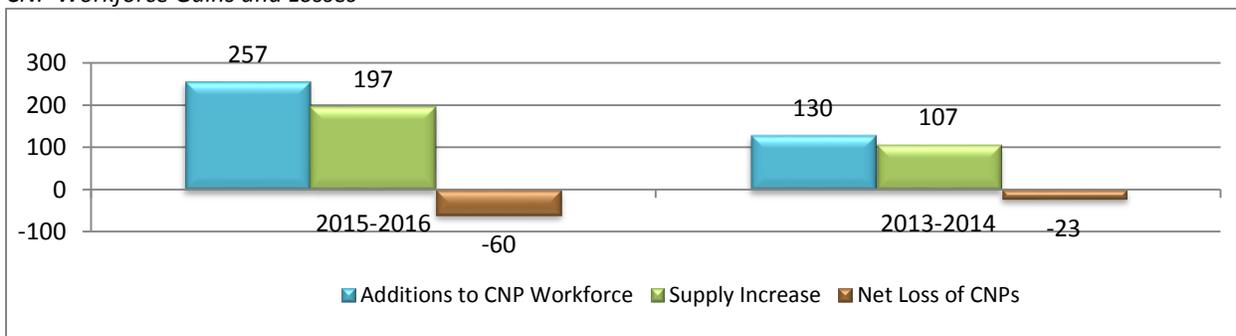
Certification/Practice Foci CNPs were required to hold national certification in at least one focus area to obtain and maintain active licensure in SD; 12 (1.4%) held more than one type of certification. The following focus areas of practice were recognized: acute care, adult/gerontology (acute care and primary care), family across the lifespan, neonatal, pediatric (acute care and primary care), psychiatric/mental health, and women's health. As shown in the figure, the majority, 74.8% (634), of CNPs were prepared and licensed as family nurse practitioners. CNPs were certified by the following organizations: American Academy of Nurse Practitioners Certification Program (AANP-CP), American Nurses Credentialing Center (ANCC), National Certification Corporation (NCC), and Pediatric Nursing Certification Board (PNCB).
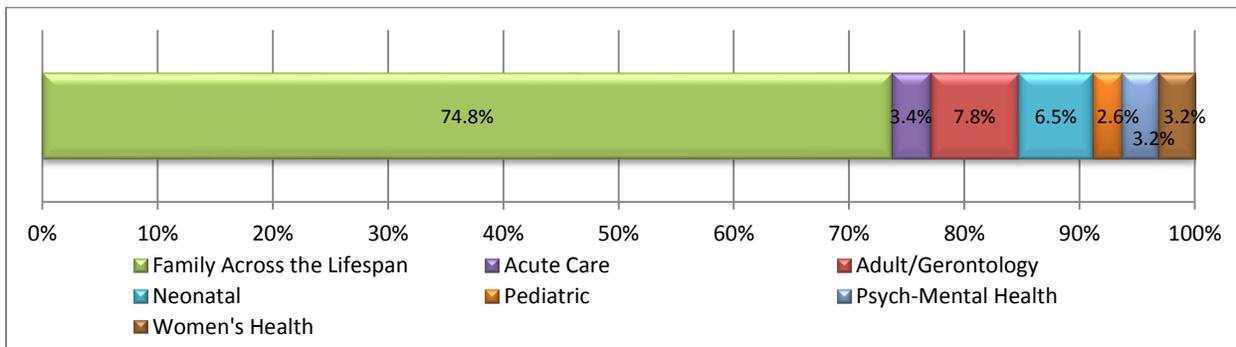
Demographics of CNP Supply

**Gender** Consistent with previous reports the majority of CNPs, 93.4%, were female; 6.6% male.

Race/Ethnicity The majority of CNPs were white/Caucasian. Minority nurse populations continue to be under-represented. The table below presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed CNPs in the United States and South Dakota.

	American Indian	Black/African American	White/ Caucasian	Asian/Pacific Islander	Two or More Races / Other	Hispanic/ Latino
U.S. Population[3]	1.2%	13.3%	61.6%	5.8%	2.6%	17.6%
U.S. RNs[1]	0.4%	5.5%	80.5%	7.0%	2.9%	3.6%
SD Population[2]	8.9%	1.8%	82.9%	1.5%	2.2%	3.6%
SD CNPs	1.3% (11)	1.1% (9)	96.0% (814)	0.6% (5)	0.7% (6)	0.4% (3)

Age Age distribution of actively licensed CNPs is shown in the following table and figure. A large percentage of CNPs, 44.1%, was 40 years and younger; 25.9% was 56 or older. The average age of a CNP was 45.1. Nationally[1] 34% of NPs were 55 or older. Renewal data revealed that 7.1% of CNP respondents intend "to leave or retire from nursing within the next five years".

| Age Range	2016		2014		2012	
<26	0	0.0%	0	0.0%	8	1.5%
26-30	66	7.8%	46	7.1%	67	12.3%
31-35	174	20.5%	110	16.9%	87	16.0%
36-40	134	15.8%	107	16.4%	63	11.6%
41-45	87	10.3%	69	10.6%	60	11.0%
46-50	82	9.7%	62	9.5%	79	14.5%
51-55	85	10.0%	97	14.9%	93	17.1%
56-60	116	13.7%	90	13.8%	64	11.8%
61-65	76	9.0%	59	9.1%	15	2.8%
>65	28	3.3%	11	1.7%	8	1.5%
Total	848	100%	651	100%	544	100%

Age of CNPs
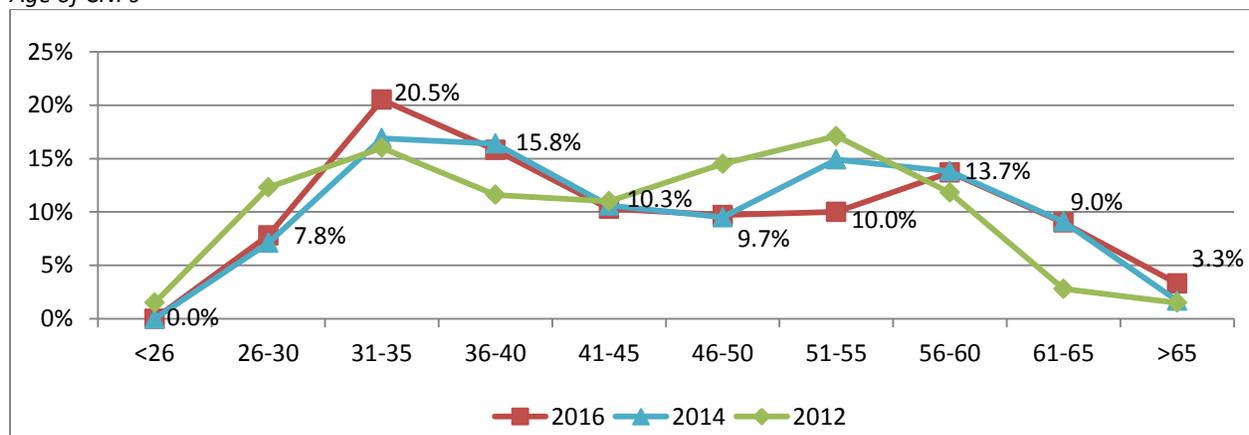
Highest Academic Achievement The majority of CNP respondents in South Dakota, 96.0% (618), reported their highest educational preparation as a graduate degree. Those without a graduate degree, who graduated and obtained a license prior to the graduate nursing degree requirement, comprised only 4.0% (26). CNPs that reported they are currently enrolled in a program leading to an advanced nursing degree comprised 5.7% (37) of respondents. National data[1] reflected 91% of CNPs held a master's or doctoral degree.

CNP Highest Academic Achievement
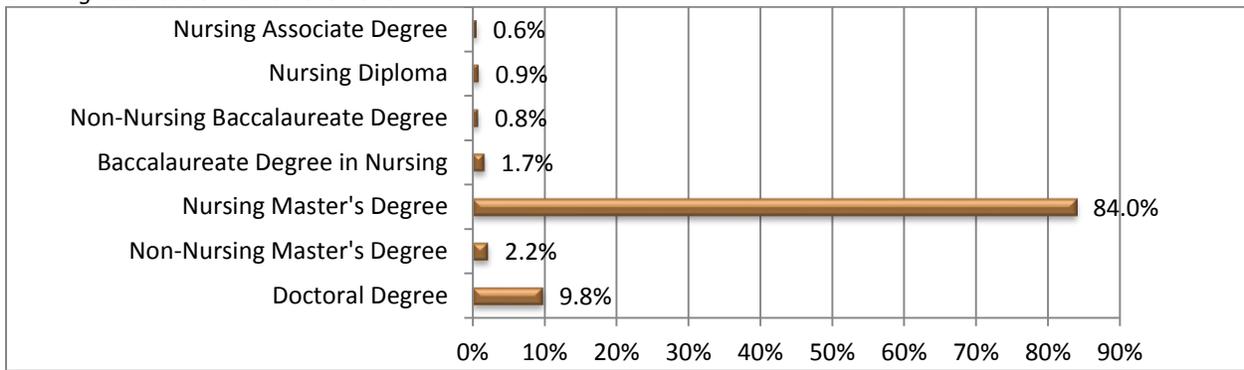
Category	Value
Nursing Associate Degree	0.6%
Nursing Diploma	0.9%
Non-Nursing Baccalaureate Degree	0.8%
Baccalaureate Degree in Nursing	1.7%
Nursing Master's Degree	84.0%
Non-Nursing Master's Degree	2.2%
Doctoral Degree	9.8%

Employment and Practice Characteristics

Employment Status Employment data collected during this renewal period reflected a high percentage, 95.5%, of CNPs employed full-time, 83.7%, or part-time, 11.8%, in the nursing profession; 4.5% were retired or unemployed. Most, 76.2%, indicated they worked for only one employer, 15.0% for two employers, and 4.3% reported working for 3 or more employers. The majority, 82.1% were primarily employed at locations in the state of South Dakota and 7.3% were employed in neighboring states of Iowa, Minnesota, Nebraska, and North Dakota. The majority, 38.2% indicated they were employed in ambulatory care and 32.0% in hospitals, as shown on the graph. National[1] data revealed similar findings; 30.3% were employed in ambulatory settings and 28.6% in hospitals.

2016

| Category	Value
Other	17.2%
Occupational Health	1.3%
Nursing Home/Assisted Living/Extended Care	0.8%
Hospital	32.0%
Correctional Facility	5.5%
Home Health/Public Health/School	2.0%
Ambulatory Care	38.2%
	3.7%
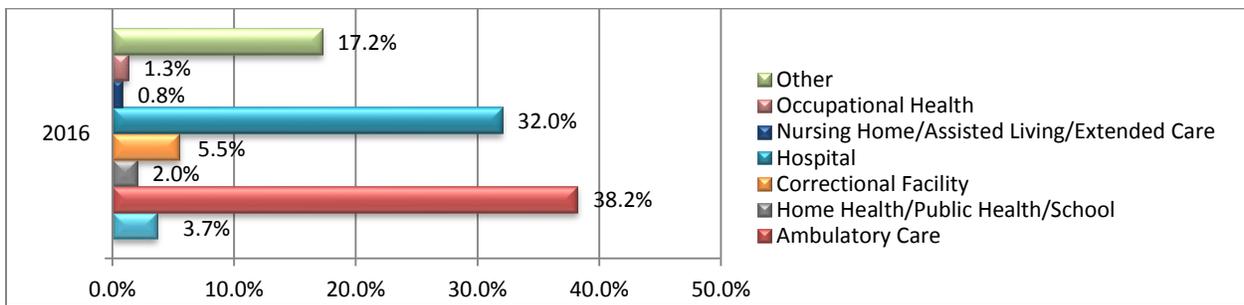
Clinical Areas of Practice As shown on the graph, most CNPs practiced in the specialty areas of adult/family health (35.8%) and acute/critical care (11.5%). National[1] findings were similar, the majority, 11.1%, practiced in adult/family health and acute/critical care, 6.8%.

CNP Clinical Practice Areas

| Category	Value
Acute/Critical Care	14.5%
Adult/Family Health	35.8%
Community/Home Health/Public Health	0.8%
Geriatric/Gerontology	1.8%
Maternal-Child	0.8%
Medical/Surgical	3.9%
Occupational Health	1.1%
Oncology	4.9%
Other	14.3%
Palliative Care	1.1%
Pediatrics/Neonatal	8.8%
Psych/Mental Health	6.3%
Women's Health	5.9%
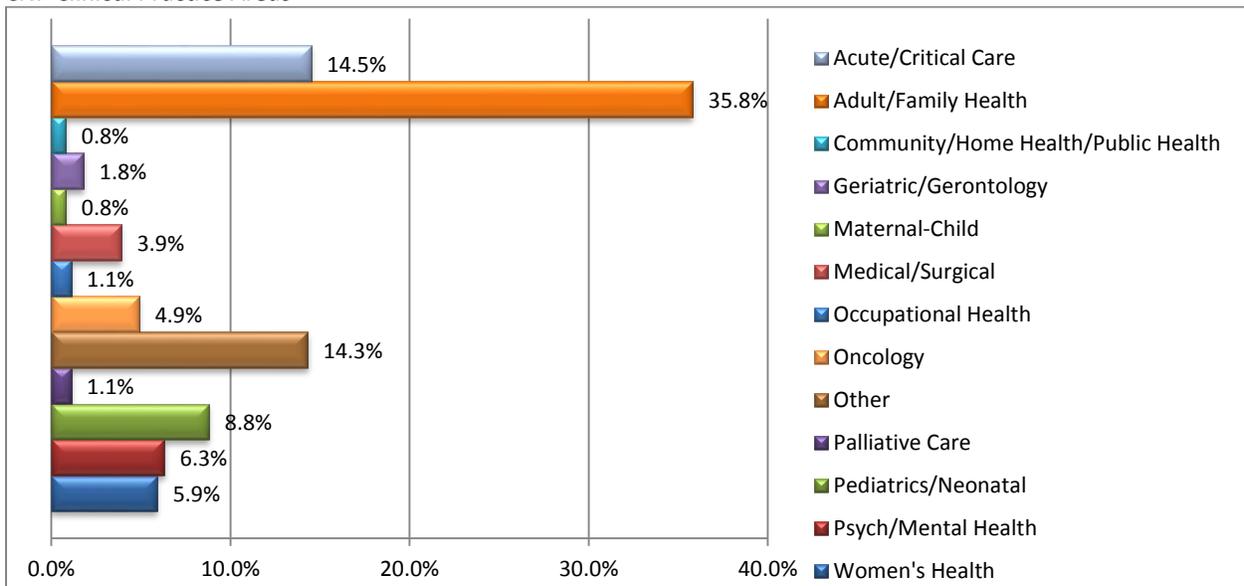
Practice Arrangement Of the 848 licensed CNPs, 767 (90.4%) practiced full scope with a required physician collaborative agreement on file with the Board of Nursing and Board of Medical and Osteopathic Examiners or were employed by the federal government and were exempted from the collaborative agreement requirement. The remaining CNPs (81, 9.6%) practiced limited scope without an agreement on file or practiced in another state.

Perform Full APRN Scope - Approved Physician Collaborative Agreement on File (or Federally Exempted)
Perform Limited Advanced Nursing Practice Only - No Physician Agreement on File
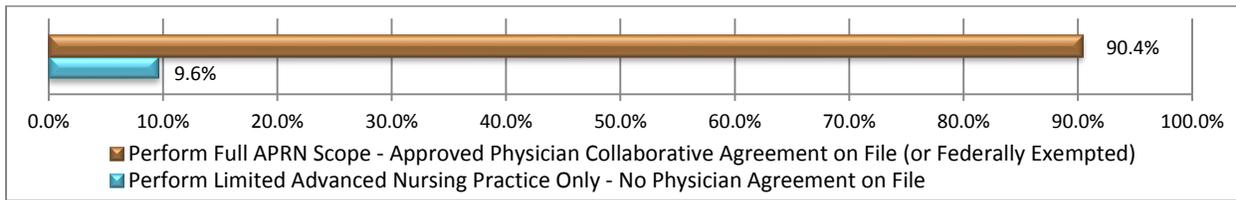
CNP Distribution in South Dakota

The number of CNPs who resided in SD's 66 counties on December 31, 2016 is shown on the state map which is divided into 7 regions. The table provides regional population data based on SD's estimated population in 2015[2]. (The 149 CNPs who resided outside of South Dakota were not included.)
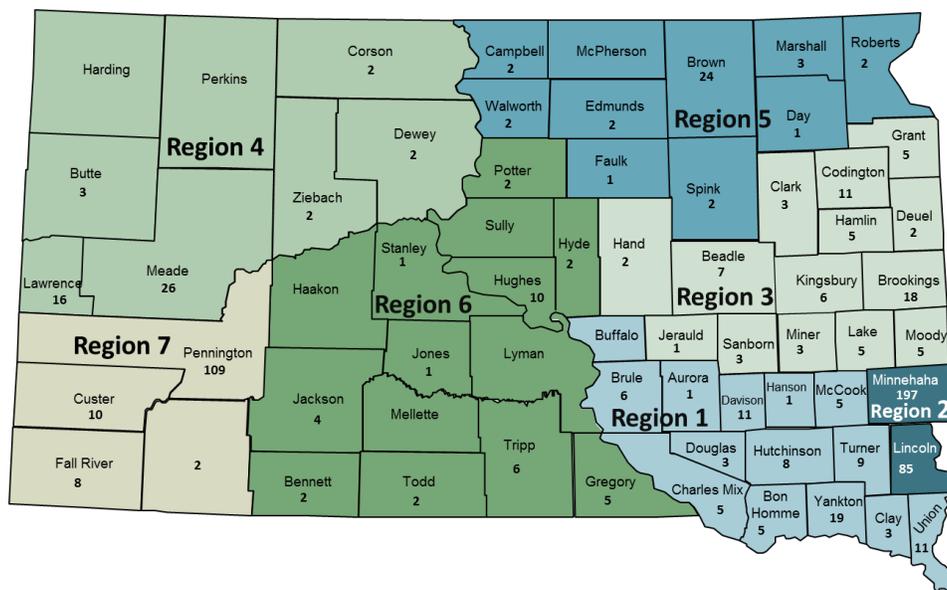
CNP Regional Distribution		Population[2]	Region's % of State Population	Number of CNPs in Region	Region's % of CNP Population
Region	**Counties**				
Region 1	14 Counties: Aurora, Bon Homme, Brule, Buffalo, Charles Mix, Clay, Davison, Douglas, Hanson, Hutchinson, McCook, Turner, Union, and Yankton	125,381	14.6%	87	12.4%
Region 2	2 Counties: Lincoln and Minnehaha	238,046	27.7%	282	40.3%
Region 3	14 Counties: Beadle, Brookings, Clark, Codington, Deuel, Grant, Hamlin, Hand, Jerauld, Kingsbury, Lake, Miner, Moody, and Sanborn	135,367	15.8%	76	10.9%
Region 4	8 Counties: Butte, Corson, Dewey, Harding, Lawrence, Meade, Perkins, and Ziebach	79,067	9.2%	51	7.3%
Region 5	10 Counties: Brown, Campbell, Day, Edmunds, Faulk, Marshall, McPherson, Roberts, Spink, and Walworth	81,519	9.5%	39	5.6%
Region 6	14 Counties: Bennett, Gregory, Haakon, Hughes, Hyde, Jackson, Jones, Lyman, Mellette, Potter, Stanley, Sully, Todd, and Tripp	60,701	7.1%	35	5.0%
Region 7	4 Counties: Custer, Fall River, Oglala Lakota, and Pennington	138,388	16.1%	129	18.5%
State Total	**66 counties**	**858,469**	**100%**	**848**	**100%**

Advanced Practice Registered Nurses

## Certified Registered Nurse Anesthetists

South Dakota Supply Trends

Licensure Status As of December 31, 2016 the SDBON reported 454 actively licensed CRNAs in South Dakota's supply; a gain of 14 nurses from 2014 to 2016, and a 3.2% increase since 2014.
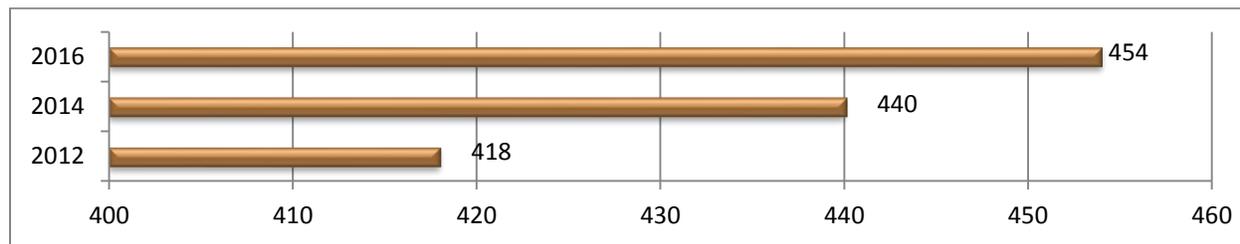
Workforce Gains and Losses From January 1, 2015 to December 31, 2016 a total of 59 CRNAs were added to South Dakota's active supply; 25 were added as new graduates and 34 were added by endorsement from another state. Overall, South Dakota had an increase in supply during this time period of 14 nurses with a net loss of 45 CRNAs. Reasons for the loss of CRNAs to the workforce were due to retirement, leaving the profession, moving out of South Dakota, or choosing to not renew their SD CRNA license.

CRNA Workforce Gains and Losses
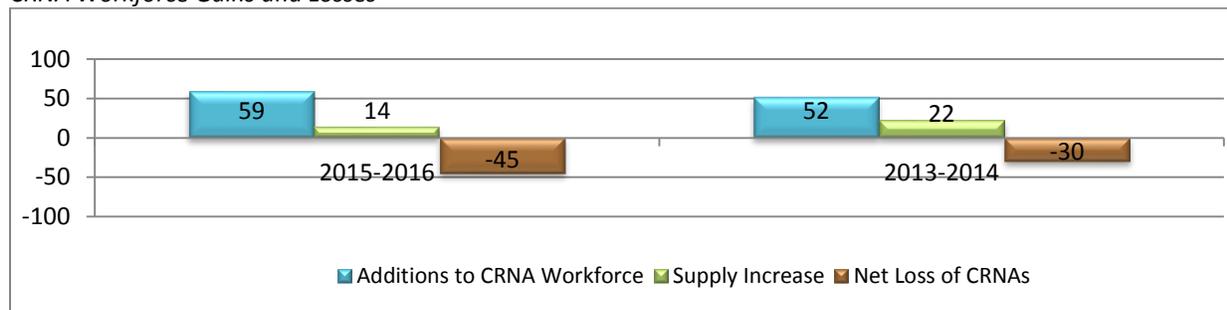
Certification/Practice Foci All actively licensed CRNAs held certification through the National Board of Certification and Recertification for Nurse Anesthetists (NBCRNA).

Demographics of CRNA Supply

Gender Consistent with previous reports, 57.9% of CRNAs were male and 42.1% were female.

Race/Ethnicity The majority of CRNAs were white/Caucasian. Minority nurse populations continue to be under-represented. The table below presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed CRNAs in the United States and South Dakota.

|	American Indian	Black/African American	White/ Caucasian	Asian/Pacific Islander	Two or More Races / Other	Hispanic/ Latino
U.S. Population[3]	1.2%	13.3%	61.6%	5.8%	2.6%	17.6%
U.S. RNs[1]	0.4%	5.5%	80.5%	7.0%	2.9%	3.6%
SD Population[2]	8.9%	1.8%	82.9%	1.5%	2.2%	3.6%
SD CRNAs	0.2% (1)	0.9% (4)	98.5% (447)	0.2% (1)	0.2% (1)	0.0%

Age Age distribution of actively licensed CRNAs is shown in the following table and figure. A large percentage of CRNAs, 30.8%, was 40 years and younger; 33.3% was 56 or older. The average age of a CRNA was 48.7. Renewal data revealed 15.7% of respondents intend "to leave or retire from nursing within the next five years". Nationally[1] 22.1% of CRNAs were 55 years or older.

Age Range	2016		2014		2012	
<26	0	0.0%	0	0.0%	0	0.0%
26-30	8	1.8%	10	2.3%	11	2.6%
31-35	58	12.8%	54	12.3%	44	10.5%
36-40	74	16.3%	71	16.1%	68	16.3%
41-45	65	14.3%	63	14.3%	56	13.4%
46-50	57	12.6%	43	9.8%	45	10.8%
51-55	41	9.0%	48	10.9%	58	13.9%
56-60	57	12.6%	60	13.6%	53	12.7%
61-65	54	11.9%	64	14.5%	55	13.2%
>65	40	8.8%	27	6.1%	28	6.7%
Total	454	100%	440	100%	418	100%

Age of CRNAs
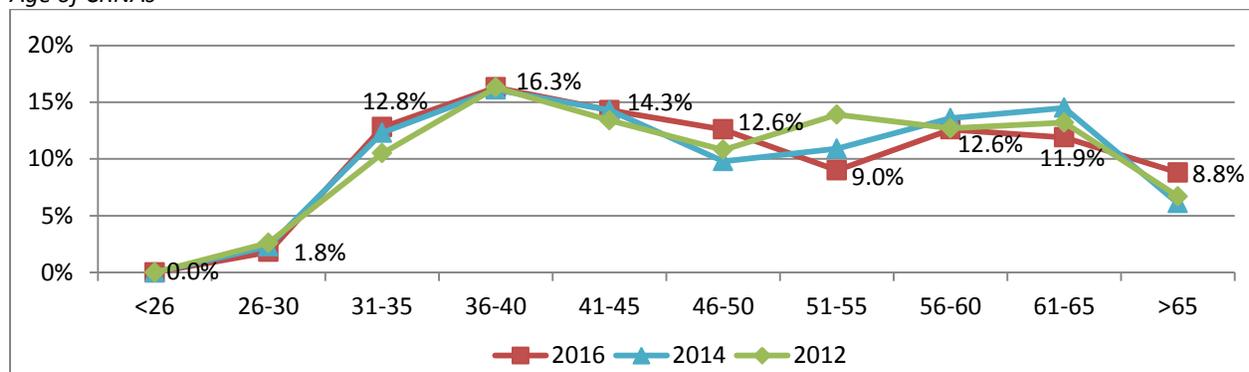
Highest Academic Achievement The majority of CRNA respondents in South Dakota, 79.2% (323), reported their highest educational preparation as a graduate degree. Those without a graduate degree, who graduated and obtained a license prior to the graduate nursing degree requirement, comprised 20.8% (85). CRNAs that reported they are currently enrolled in a program leading to an advanced nursing degree comprised 1.2% (5) of respondents. National data[1] reflected 75% of CRNAs held a master's or doctoral degree.
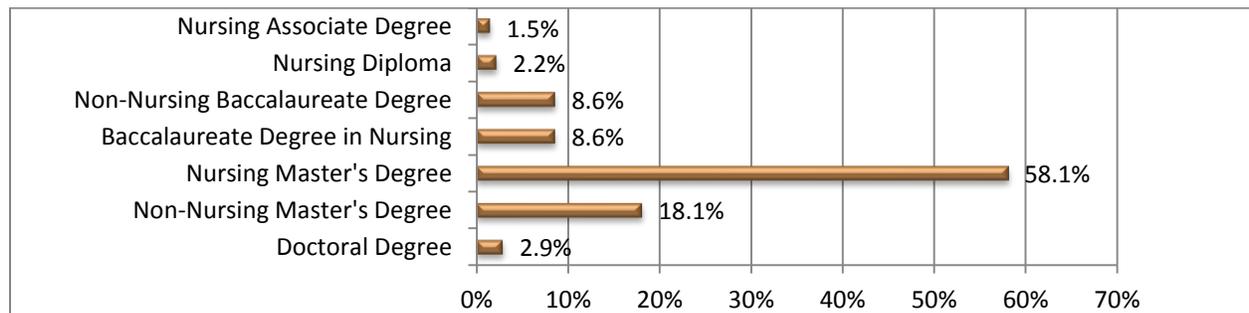
Employment Characteristics

Employment Status Employment data collected during this renewal period reflected a high percentage, 97.0%, of CRNAs employed full-time, 86.0%, or part-time, 11.0%, in the nursing profession. Only 1.7% of CRNAs were employed in a field outside of nursing and 1.2% were retired or unemployed. The majority, 76.5% (312) was employed primarily at locations in the state of South Dakota and 11.8% (48) in neighboring states of Iowa, Minnesota, Nebraska, and North Dakota. Most CRNAs, 84.6% indicated they were employed by only one employer, 7.4% for two employers, and 5.1% for 3 or more employers.

Hospitals employed the majority (85.1% 347) of CRNAs in the specialty area of anesthesia. Ambulatory care settings employed 7.9% (32) and academia employed 2.0% (8). Nationally[1] 81.8% were employed in hospitals and 12.0% in ambulatory settings.

CRNA Distribution in South Dakota

The number of CRNAs who resided in SD's 66 counties on December 31, 2016 is shown on the state map which is divided into 7 regions. The table provides regional population data based on SD's estimated population in 2015[2]. (The 91 CRNAs who resided outside of South Dakota were not included.)
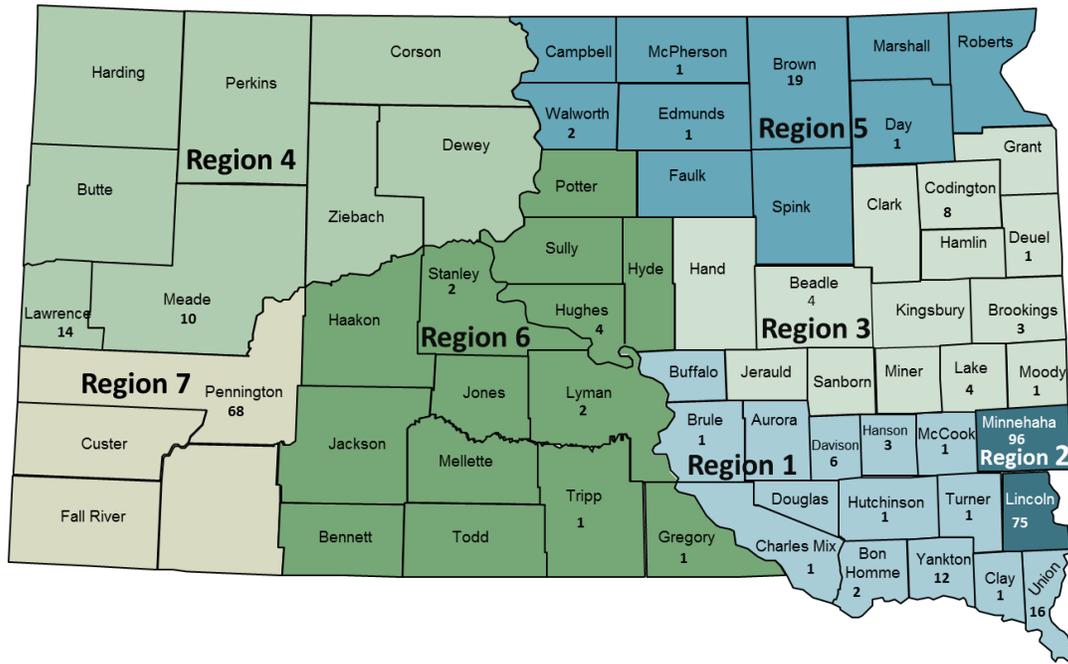
CRNA Regional Distribution		Population[2]	Region's % of State Population	Number of CRNAs in Region	Region's % of CRNA Population
Region	Counties				
Region 1	14 Counties: Aurora, Bon Homme, Brule, Buffalo, Charles Mix, Clay, Davison, Douglas, Hanson, Hutchinson, McCook, Turner, Union, and Yankton	125,381	14.6%	45	12.4%
Region 2	2 Counties: Lincoln and Minnehaha	238,046	27.7%	171	47.1%
Region 3	14 Counties: Beadle, Brookings, Clark, Codington, Deuel, Grant, Hamlin, Hand, Jerauld, Kingsbury, Lake, Miner, Moody, and Sanborn	135,367	15.8%	21	5.8%
Region 4	8 Counties: Butte, Corson, Dewey, Harding, Lawrence, Meade, Perkins, and Ziebach	79,067	9.2%	24	6.6%
Region 5	10 Counties: Brown, Campbell, Day, Edmunds, Faulk, Marshall, McPherson, Roberts, Spink, and Walworth	81,519	9.5%	24	6.6%
Region 6	14 Counties: Bennett, Gregory, Haakon, Hughes, Hyde, Jackson, Jones, Lyman, Mellette, Potter, Stanley, Sully, Todd, and Tripp	60,701	7.1%	10	2.8%
Region 7	4 Counties: Custer, Fall River, Oglala Lakota, and Pennington	138,388	16.1%	68	18.7%
State Total	66 counties	858,469	100%	363	100%

Advanced Practice Registered Nurses

Clinical Nurse Specialists

South Dakota Supply Trends

Licensure Status   As of December 31, 2016 the SDBON reported 68 actively licensed CNSs in South Dakota's supply; a loss of 3 nurses from 2014 to 2016, and a 4.2% decrease since 2014.
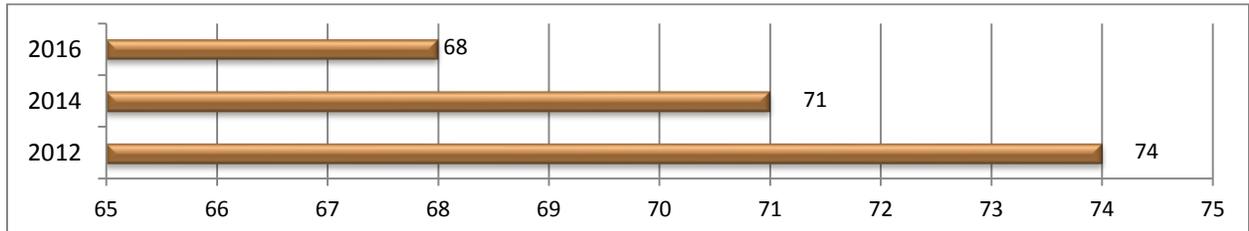
Workforce Gains and Losses   From January 1, 2015 to December 31, 2016 a total of 3 CNSs were added to South Dakota's active supply of CNSs; one CNS was added as a new graduate and 2 were added by endorsement from another state. Overall, South Dakota had a decrease in supply during this time period of 3 nurses with a net loss of 6 CNSs. Reasons for the loss of CNSs to the workforce were due to retirement, leaving the profession, moving out of South Dakota, or choosing to not renew their SD CNS license.

Certification/Practice Foci   Licensure for CNSs required national certification. The majority of them, 54.4% (37) were licensed prior to July 1, 1996 and were waived from this requirement.   The most common areas of certification for the remaining 45.6% (31) of CNSs that held certification was adult/gerontology, community health, and psych-mental health.
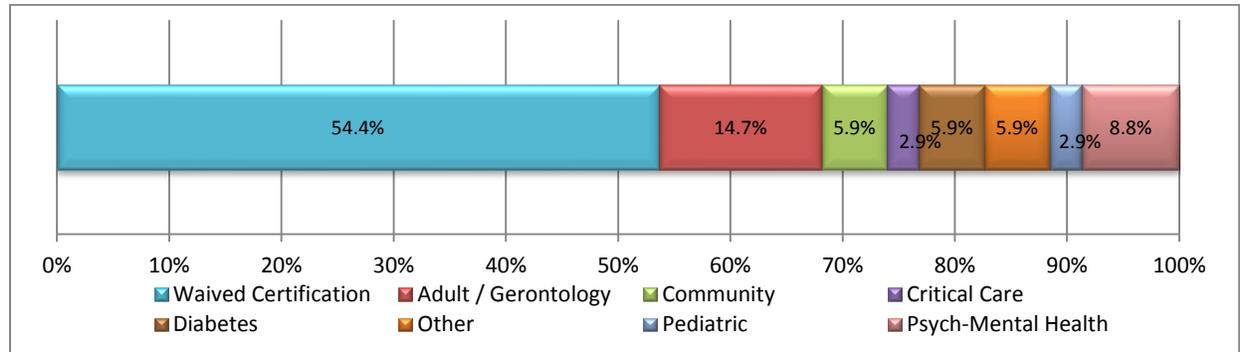
Demographics of CNS Supply

Gender   Consistent with previous reports the majority of CNSs, 98.5% were female.

Race/Ethnicity   The majority of CNSs were white/Caucasian. Minority nurse populations continue to be under-represented. The table below presents comparisons of ethnic distribution of the United States, South Dakota, and actively licensed CNSs in the United States and South Dakota.

|	American Indian	Black/African American	White/ Caucasian	Asian/Pacific Islander	Two or More Races / Other	Hispanic/ Latino
U.S. Population[3]	1.2%	13.3%	61.6%	5.8%	2.6%	17.6%
U.S. RNs[1]	0.4%	5.5%	80.5%	7.0%	2.9%	3.6%
SD Population[2]	8.9%	1.8%	82.9%	1.5%	2.2%	3.6%
SD CNSs	1.5% (1)	0.0%	97.1% (66)	0.0%	1.5% (1)	0.0%

Age   Age distribution of actively licensed CNSs is shown in the following table and figure. A large percentage of CNSs, 72.1%, was 56 or older; and the average age was 56.8. Nationally[1] 26.8% of CNSs were 55 or older. Renewal data revealed 27.0% (17) of CNS respondents intend "to leave or retire from nursing within the next five years".

Age Range	2016		2014		2012	
<26	0	0.0%	0	0.0%	0	0.0%
26-30	1	1.5%	1	1.4%	0	0.0%
31-35	2	2.9%	0	0.0%	0	0.0%
36-40	0	0.0%	3	4.2%	3	4.0%
41-45	4	5.9%	4	5.6%	3	4.0%
46-50	3	4.4%	1	1.4%	7	9.5%
51-55	9	13.2%	18	25.4%	29	39.2%
56-60	28	41.2%	28	39.4%	19	25.7%
61-65	16	23.5%	9	12.7%	8	10.8%
>65	5	7.4%	7	9.9%	5	6.8%
Total	68	100%	71	100%	74	100%

Age of CNSs
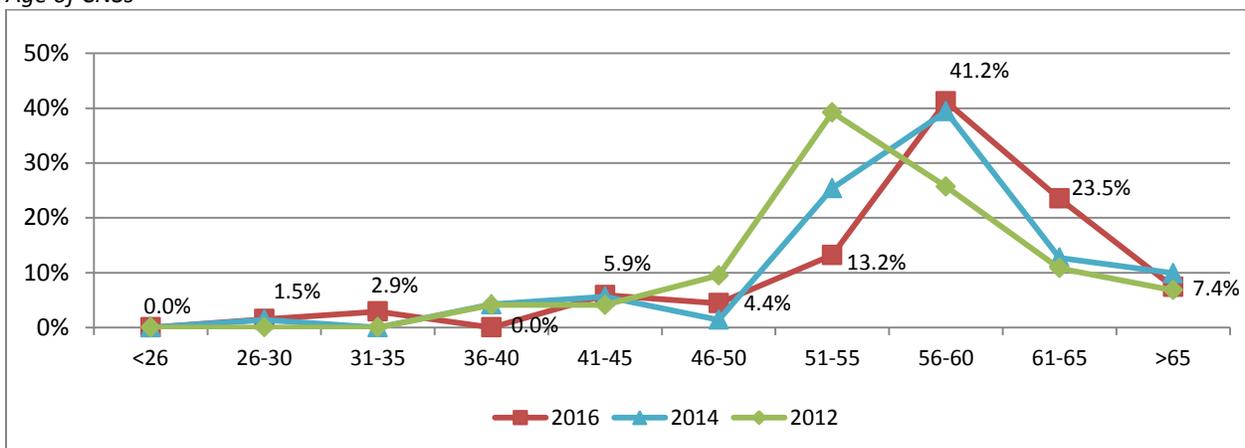
Highest Academic Achievement   Similar to national[1] data, all CNSs in South Dakota reported their highest educational preparation as a graduate degree. CNSs prepared with a doctoral degree comprised 22.1% and two reported they were currently enrolled in a program leading to an advanced nursing degree.
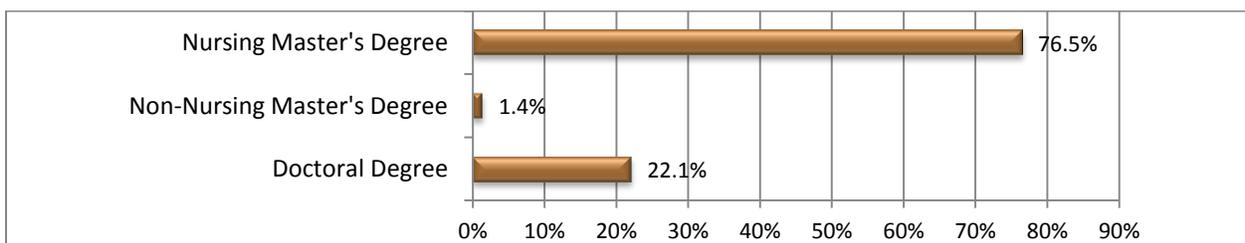
Employment and Practice Characteristics

Employment Status   Employment data collected during this renewal period reflected a high percentage, 93.7% of CNSs employed full-time, 76.2%, or part-time, 17.5%, in the nursing profession; 6.4% volunteered, were retired, or unemployed. Most, 74.6%, indicated they worked for only one employer, 14.3% for two employers, and 4.8% reported working for 3 or more employers. The majority, 82.5% were primarily employed at locations in the state of South Dakota.

The majority indicated they were employed in in hospitals, 44.4%, academia, 12.7%, and ambulatory care settings, 12.7% as shown on the graph. National[1] data revealed similar findings: hospitals, 44.4%, academia, 18.7%, and ambulatory settings, 11.3%.

CNS Employment Settings

Legend:
- Ambulatory Care
- Academic/School
- Community/Home Health/Public Health
- Hospital
- Insurance/Benefits
- Nursing Home/Assisted Living/Extended Care
- Occupational Health
- Other

Values: 12.7%, 12.7%, 7.9%, 44.4%, 1.6%, 3.2%, 1.6%, 9.5%
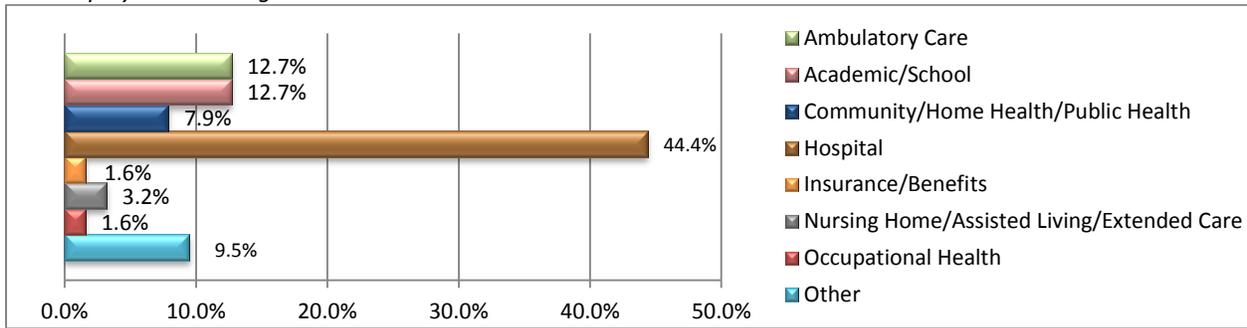
Clinical Areas of Practice As shown on the graph the most common areas of practice for CNSs was in the specialty areas of psych/mental health/substance use disorder, adult/family health, and acute/critical care.

Legend:
- Acute/Critical Care
- Adult/Family Health
- Community/Home Health/Public Health
- Geriatric/Gerontology
- Maternal-Child/Women's Health
- Medical/Surgical
- Occupational Health
- Oncology
- Other
- Palliative Care
- Pediatrics/Neonatal
- Psych/Mental Health/Substance Use Disorder

Values: 11.1%, 11.1%, 9.5%, 6.3%, 3.2%, 7.9%, 1.6%, 4.8%, 14.3%, 4.8%, 4.8%, 14.3%
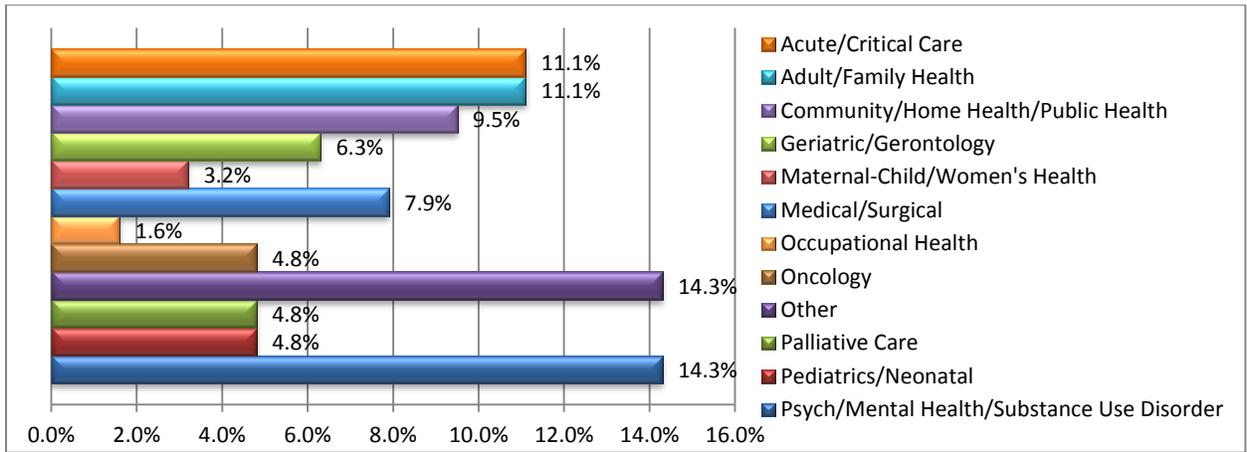
CNS Distribution in South Dakota

The number of CNSs who resided in SD's 66 counties on December 31, 2016 is shown on the state map which is divided into 7 regions. The table provides regional population data based on SD's estimated population in 2015[2]. (The 7 CNSs who resided outside of South Dakota were not included.)

33
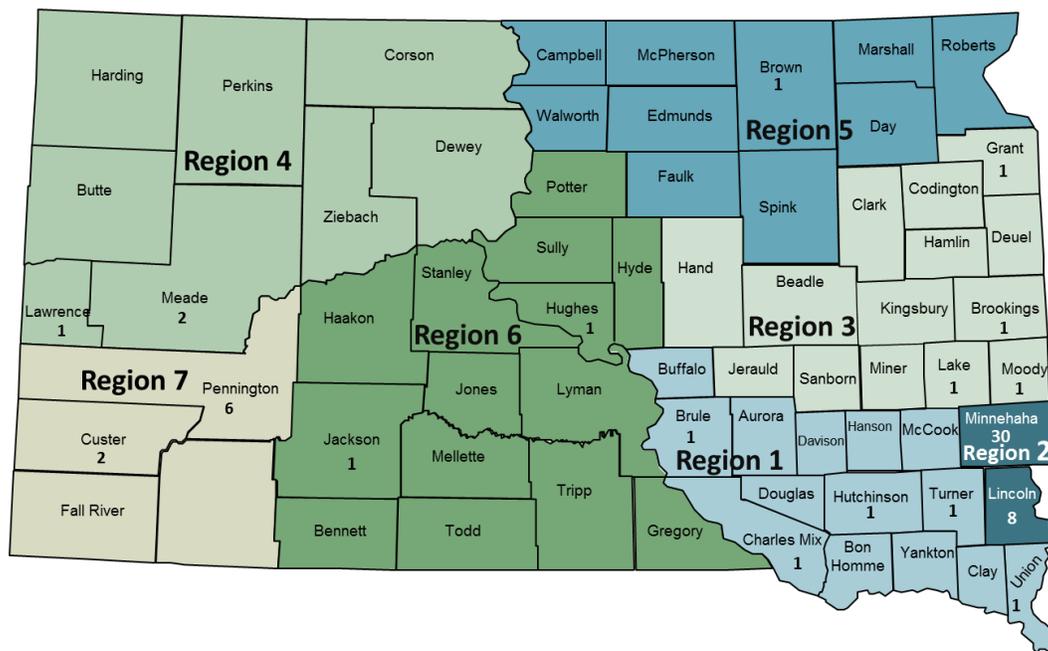
CNS Regional Distribution		Population[2]	Region's % of State Population	Number of CNSs in Region	Region's % of CNS Population
Region	Counties				
Region 1	14 Counties: Aurora, Bon Homme, Brule, Buffalo, Charles Mix, Clay, Davison, Douglas, Hanson, Hutchinson, McCook, Turner, Union, and Yankton	125,381	14.6%	5	8.2
Region 2	2 Counties: Lincoln and Minnehaha	238,046	27.7%	38	62.3
Region 3	14 Counties: Beadle, Brookings, Clark, Codington, Deuel, Grant, Hamlin, Hand, Jerauld, Kingsbury, Lake, Miner, Moody, and Sanborn	135,367	15.8%	4	6.6
Region 4	8 Counties: Butte, Corson, Dewey, Harding, Lawrence, Meade, Perkins, and Ziebach	79,067	9.2%	3	4.9
Region 5	10 Counties: Brown, Campbell, Day, Edmunds, Faulk, Marshall, McPherson, Roberts, Spink, and Walworth	81,519	9.5%	1	1.6
Region 6	14 Counties: Bennett, Gregory, Haakon, Hughes, Hyde, Jackson, Jones, Lyman, Mellette, Potter, Stanley, Sully, Todd, and Tripp	60,701	7.1%	2	3.3
Region 7	4 Counties: Custer, Fall River, Oglala Lakota, and Pennington	138,388	16.1%	8	13.1
State Total	66 counties	858,469	100%	61	100%

Employment and Education Data Form

1. **What type of nursing degree / credential qualified you for your first U.S. nursing license?**
   - ☐ Vocational / Practical Certificate Nursing
   - ☐ Diploma – Nursing
   - ☐ Associate Degree – Nursing
   - ☐ Baccalaureate Degree – Nursing
   - ☐ Master's Degree – Nursing
   - ☐ Doctoral Degree – Nursing

2. **What is your highest level of education?**
   - ☐ Vocational / Practical Certificate Nursing
   - ☐ Diploma – Nursing
   - ☐ Associate Degree – Nursing
   - ☐ Associate Degree – Non-Nursing
   - ☐ Baccalaureate Degree – Nursing
   - ☐ Baccalaureate Degree – Non-Nursing
   - ☐ Master's Degree – Nursing
   - ☐ Master's Degree – Non-Nursing
   - ☐ Doctoral Degree – Nursing (PhD)
   - ☐ Doctoral Degree – Nursing Practice (DNP)
   - ☐ Doctoral Degree – Nursing Other
   - ☐ Doctoral Degree

3. **Year of initial U.S. Licensure:** _____

4. **Country of entry-level education:** _____

5. **What is your employment status?**
   - ☐ Actively employed in nursing or in a position that requires a nurse license (select one)
     - ☐ Full-time   ☐ Part-time   ☐ Per diem
   - ☐ Actively employed in a field other than nursing (select one)
     - ☐ Full-time   ☐ Part-time   ☐ Per diem
   - ☐ Working in nursing only as a volunteer
   - ☐ Unemployed (select one)
     - ☐ Seeking work as a nurse
     - ☐ Not seeking work as a nurse
   - ☐ Retired

6. **In how many positions are you currently employed as a nurse?**
   - ☐ 1   ☐ 2   ☐ 3 or more

7. **How many hours do you work during a typical week in all your nursing positions?**
   - ☐ <10 hours
   - ☐ 11-20 hours
   - ☐ 21-30 hours
   - ☐ 31-40 hours
   - ☐ 41-50 hours
   - ☐ 51-60 hours
   - ☐ >60 hours

8. **Indicate the zip code, city, state and county of your primary employer.**
   - Zip Code: _____
   - City: _____
   - State: _____
   - County: _____

9. **Identify the type of setting that most closely corresponds to your nursing practice position.**
   - ☐ Academic Setting
   - ☐ Ambulatory Care Setting
   - ☐ Community Health
   - ☐ Correctional Facility
   - ☐ Home Health
   - ☐ Hospital
   - ☐ Insurance Claims / Benefits
   - ☐ Nursing Home/Extended Care/Assisted Living Facility
   - ☐ Occupational Health
   - ☐ Policy / Planning Regulatory / Licensing Agency
   - ☐ Public Health
   - ☐ School Health Services
   - ☐ Other

10. **Identify the position title that most closely corresponds to your nursing practice position.**
    - ☐ Advanced Practice Nurse
    - ☐ Consultant
    - ☐ Nurse Executive
    - ☐ Nurse Faculty
    - ☐ Nurse Manager
    - ☐ Nurse Researcher
    - ☐ Staff Nurse
    - ☐ Other – Health Related
    - ☐ Other – Non Health Related

11. **Identify the employment specialty that most closely corresponds to your nursing practice position.**
    - ☐ Acute Care/ Critical Care
    - ☐ Adult Health / Family Health
    - ☐ Anesthesia
    - ☐ Community
    - ☐ Geriatric / Gerontology
    - ☐ Home Health
    - ☐ Maternal-Child Health
    - ☐ Medical / Surgical
    - ☐ Occupational Health
    - ☐ Oncology
    - ☐ Palliative Care
    - ☐ Pediatrics / Neonatal
    - ☐ Psychiatric / Mental Health / Substance Abuse
    - ☐ Public Health
    - ☐ Rehabilitation
    - ☐ School Health
    - ☐ Trauma
    - ☐ Women's Health
    - ☐ Other

12. **What percent of your current position involves direct patient care?**
    - ☐ 0%
    - ☐ 25%
    - ☐ 50%
    - ☐ 75%
    - ☐ 100%

13. **If unemployed, please indicate the reasons.**
    - ☐ Difficulty in finding a nursing position
    - ☐ Disabled
    - ☐ Inadequate Salary
    - ☐ School
    - ☐ Taking care of home and family
    - ☐ Other

14. **Formal Education**
    - ☐ I am not taking courses toward an advanced degree in nursing
    - ☐ I am currently taking courses toward an advanced degree in nursing

15. **Do you intend to leave / retire from nursing practice in the next 5 years?**
    - ☐ Yes
    - ☐ No

16. **Other states in which you have ever held a license:**
    - ☐ Active License: _____
    - ☐ Inactive License: _____

17. **List all states where currently practicing nursing, whether physically or electronically:** _____

References

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3. U.S. Census Bureau: QuickFacts, United States. Data derived from Population Estimates, American Community Survey. https://www.census.gov/quickfacts/table/PST045216/00 (accessed February 27, 2017).
4. Health Resources and Services Administration, Bureau of Health Professions, National Center for Health Workforce Analysis. The U.S. Nursing Workforce: Trends in Supply and Education, October 2013.
5. Institute of Medicine of the National Academies (2010). *The Future of Nursing Leading Change Advancing Health.* www.iom.edu/nursing.